

FACULTY SENATE
WESTERN KENTUCKY UNIVERSITY

Committee on Faculty Status and Welfare

STATUS REPORT ON FACULTY SALARIES

For Academic Year 1976-1977

Prepared by the Subcommittee
on Faculty Salaries

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INTRODUCTION

The primary purpose of this report is to provide a summary of salary disbursements for instructional personnel at Western for the 1976-77 academic year. The report is designed to provide the typical faculty member with the essential information to obtain a perspective on the manner in which salaries are distributed according to several criteria for the current academic year. Other than a few general comments in the narrative, no attempt has been made to draw inferences from the data or to make policy recommendations.

It should be noted that the data do have limitations (discussed below), and caution should therefore be exercised in drawing inferences from the information. Nevertheless, the committee feels that the data will be informative and should be useful to the individual faculty member.

The target population for the study was full-time instructional personnel only. Because this population approximates the list of faculty members that were eligible for positions on the Faculty Senate in the current academic year, and since this study was done for the Faculty Senate, that list was employed in compiling the information in this report.

Average Salaries by Rank and College

From contract salary data provided by the University, the mean salaries by college and academic rank were compiled. The results are shown in Table I along with the University average and the standard deviation for each mean. In a few cases where individuals held twelve month contracts, the salaries were normalized to a nine month equivalent.

TABLE I

AVERAGE 9 MONTH SALARIES FOR PROFESSORS

Group	Number	Average	Standard Deviation
Professor			
WKU	82	\$20,865	\$1,402
Academic Services	-	-	-
Applied Arts & Health	3	\$20,651	\$ 536
Arts & Humanities	23	\$20,632	\$1,822
Business & Public Affairs	13	\$21,041	\$1,166
Education	15	\$21,017	\$ 989
Science & Technology	27	\$21,038	\$1,272

AVERAGE 9 MONTH SALARIES FOR ASSOCIATE PROFESSORS

Group	Number	Average	Standard Deviation
Associate Professor			
WKU	152	\$17,549	\$1,171
Academic Services	-	-	-
Applied Arts & Health	12	\$17,161	\$1,029
Arts & Humanities	35	\$16,708	\$1,081
Business & Public Affairs	27	\$17,925	\$1,235
Education	34	\$17,891	\$1,133
Science & Technology	44	\$17,826	\$ 912

AVERAGE 9 MONTH SALARIES FOR ASSISTANT PROFESSORS

Group	Number	Average	Standard Deviation
Assistant Professor			
WKU	205	\$14,348	\$1,692
Academic Services	16	\$10,731	\$1,285
Applied Arts & Health	24	\$13,971	\$ 810
Arts & Humanities	64	\$14,225	\$1,282
Business & Public Affairs	26	\$14,739	\$1,375
Education	51	\$15,405	\$1,342
Science & Technology	24	\$14,792	\$1,020

AVERAGE 9 MONTH SALARIES FOR INSTRUCTORS

Group	Number	Average	Standard Deviation
Instructors			
WKU	96	\$11,303	\$2,076
Academic Services	20	\$ 8,880	\$1,555
Applied Arts & Health	12	\$11,210	\$1,696
Arts & Humanities	13	\$11,591	\$1,329
Business & Public Affairs	13	\$12,815	\$1,935
Education	24	\$12,281	\$1,747
Science & Technology	14	\$11,496	\$1,350

The data in Table I indicate a surprising uniformity of mean salaries among the six colleges within a particular academic rank, especially in the ranks of Professor and Associate Professor. The most notable exception is that of Academic Services, which had no Professors or Associate Professors represented in the study population. The mean salaries for the Assistant Professor and Instructor ranks for this college were somewhat below those for the other colleges.

The mean salary for Professors for the University as a whole was \$20,865 with a standard deviation of \$1,402. This indicates that approximately 95% of the Professors included have contract salaries ranging from about \$18,000 to about \$23,700. This appears to be relatively narrow, in view of the fact that these data reflect no consideration of variations in length of service, experience, tenure, market conditions in each respective discipline, turnover rates, productivity of individual faculty members, acquisition of terminal degree, and other factors which are likely to be systematically related to remuneration and which may vary significantly within and among colleges.

The same statement applies to the average salary for Associate Professors for the University as a whole. The mean for this rank was \$17,549 with a standard deviation of \$1,171, the lowest of all ranks. This implies that approximately 95% of the Associate Professors currently have salaries in the range of about \$15,200 to about \$19,900.

The largest variation within a given rank for the University as a whole was in the case of Instructors. The mean for this rank was \$11,303 with a standard deviation of \$2,076. This suggests a range, including 95% of Instructors, of \$7,151 to \$15,455. The standard deviations are consistently high for this rank across all colleges when compared to those for the other three academic ranks.

More detail on the actual distributions is provided in the Appendix. In Figures I and II of the Appendix, histograms showing the actual distribution of salaries by rank are shown.

Average Salaries by Rank, College and Sex

The previously described salary data was also broken down by sex. The data is shown in Table II. For the University as a whole, the mean salaries for women are lower than those for men for the Professor and Associate Professor ranks, but the differences do not appear to be significant. For the Assistant Professor and Instructor ranks the mean salaries for women are \$1,309 and \$2,087 lower than those for men respectively. A similar pattern is exhibited within each college. At the Professor and Associate Professor levels, uniformity of mean salaries tends to be the rule. In at least three cases the mean salary for women was higher than that of men.

At the Assistant Professor and Instructor levels, a wider differential between the mean salaries for men and women is the general rule. Again, it is necessary to point out that the numbers do not necessarily "speak for themselves." Other factors, such as those suggested on page 4, which are likely to be systematically related to salary levels have not been accounted for in the data presented in Table II.

Additional detail on the actual salary distributions by rank and college, are shown in Figures III, IV, V, and VI of the Appendix.

Salary Status Based on Experience and Degree

In addition to compiling information on mean salaries by college, rank, and sex, the committee made an effort to compile information which would indicate what, if any, association there was between years of service and mean salaries. Information on length of service to the University is not, at the present, readily retrievable from University records. In lieu of length of service data, the committee compiled information on the association between "ex

TABLE II

MEAN CONTRACT SALARIES OF FULL-TIME INSTRUCTIONAL
STAFF BY COLLEGE, RANK, AND SEX: 1976-77

	Professors		Associate Professors		Assistant Professors		Instructors	
	Male	Female	Male	Female	Male	Female	Male	Female
WKU	\$20,877 (n=73)	\$20,770 (n=9)	\$17,586 (n=135)	\$17,249 (n=17)	\$14,849 (n=127)	\$13,540 (n=78)	\$12,129 (n=58)	\$10,042 (n=38)
Academic Services	* (n=1)	*	*	*	11,643 (n=5)	10,317 (n=11)	9,806 (n=7)	8,381 (n=13)
Applied Arts & Health	* (n=1)	20,903 (n=2)	17,291 (n=6)	17,031 (n=6)	14,353 (n=6)	13,845 (n=18)	11,792 (n=4)	10,920 (n=8)
Arts & Humanities	20,870 (n=21)	18,134 (n=2)	16,612 (n=31)	17,454 (n=4)	14,374 (n=44)	13,900 (n=20)	11,663 (n=10)	11,353 (n=3)
Business & Public Affairs	21,041 (n=11)	21,046 (n=2)	17,946 (n=23)	17,808 (n=4)	15,060 (n=19)	13,869 (n=7)	13,169 (n=11)	10,866 (n=2)
Education	20,891 (n=14)	* (n=1)	18,010 (n=31)	16,668 (n=3)	15,786 (n=35)	14,605 (n=16)	12,963 (n=16)	10,916 (n=8)
Science & Technology	20,962 (n=25)	21,990 (n=2)	17,827 (n=44)	*	15,020 (n=18)	14,111 (n=6)	11,878 (n=10)	10,541 (n=4)

* Indicates zero or one faculty member in that category.

perience", as defined by the University, and mean salaries by academic rank. This information was available only for those in the Professor, Associate Professor, and Assistant Professor ranks who held doctorate degrees as of the beginning of the Fall, 1976, academic year. The results are reported in Table III along with a definition of the "experience categories." A graphic presentation of the data appears in Figure VII, in the Appendix.

One noteworthy aspect of the data is that, when consideration is given to experience, the dispersion of salaries about the mean for a particular rank tends to be smaller. In addition, the data indicate a modest tendency for mean salaries to rise with experience and the length of time that the doctorate has been held.

Since close to half the faculty do not hold doctorate or terminal degrees, data was prepared in which salaries of those with doctorates could be compared to those without doctorates. This was done for assistant professors only, since that is the only rank where it is likely that there will be significant numbers of faculty holding the doctorate and faculty without the doctorate. The data is presented in Table IV and is broken down by college. For the total university, assistant professors without the doctorate average about \$1,300 less than those with the doctorate. Distributions of the data are shown in Figure VIII of the Appendix.

Salary Trends: 1970-71 through 1976-77

Information on the recent trends in contract salaries since the 1970-71 academic year are shown in Table V and in Figure I. The data indicate that the increase in average salaries matched or exceeded the rate of inflation for each of the years through the 1973-74 academic year. This was true for all ranks with the exception of the Associate Professor rank in the 1973-74 academic year. The increase in average salary for this rank was slightly less than the rate of inflation. Although increases in salaries at

TABLE III-A

PROFESSORS

Category	Number in Category	Average Number Years Experience	Standard Deviation	Doctorate Range	Median Doctorate Date	Average Salary/ 9 Month	Salary Standard Deviation	Years Experience Range
1	11	25.0	2.4	1951-1957	1954	\$21,502	\$1,483	22.25-29
2	6	22.6	1.7	1958-1963	1962	\$20,844	\$1,988	20.5-25
3	17	16.7	2.4	1958-1963	1962	\$21,546	\$ 858	13-19.5
4	4	22.0	2.2	1964-1969	1968	\$21,069	\$ 998	20-25
5	30	14.2	2.7	1964-1970	1966	\$20,710	\$ 864	9.5-18.75

Professor

Category 1--At least 20 years experience, Doctorate received by 1957

Category 2--At least 20 years experience, Doctorate received between 1958 and 1963

Category 3--At least 13 to 19 3/4 years experience, Doctorate received between 1958 and 1963

Category 4--At least 20 years experience, Doctorate received between 1964 and 1970

Category 5--At least 14 to 19 3/4 years experience, Doctorate received between 1964 and 1970

Category 6--At least 8 to 13 3/4 years experience, Doctorate received between 1964 and 1970

Experience Formula

WKU Equivalent Years Experience Per
Year of Other Experience

WKU Teaching 1

College Teaching 1

Graduate Assistant 1/4

Research Assistant 1/4

Industrial 1/2

High School Teaching 1/2

Elementary School Teaching 1/2

TABLE III-B
ASSOCIATE PROFESSORS

Category	Number in Category	Average Number Years Experience	Standard Deviation	Doctorate Range	Median Doctorate Date	Average Salary/ 9 Month	Salary Standard Deviation	Years Experience Range
1	4	14.8	1.9	1962-1964	1963	\$18,783	\$ 240	13-17.5
2	3	10.8	.3	1961-1965	1962	\$18,368	\$1,455	10.5-11
3	9	17.5	1.8	1966-1968	1967	\$18,877	\$1,287	14-19
4	21	10.0	1.2	1966-1968	1967	\$18,039	\$ 971	8-12
5	22	16.2	3.9	1969-1974	1972	\$18,071	\$ 854	8-27.25
6	31	9.0	1.8	1969-1970	1970	\$17,650	\$ 843	7-12.5
7	24	9.5	1.6	1971-1974	1972	\$17,108	\$ 703	7-12
8	5	5.7	.8	1970-1972	1971	\$16,732	\$1,084	4.5-6.5

Associate Professors

Category 1--At least 13 years experience, Doctorate received by 1966

Category 2--At least 7 1/4 to 12 1/2 years experience, Doctorate received before 1966

Category 3--At least 13 years experience, Doctorate received between 1966 and 1968

Category 4--At least 7 1/4 to 12 3/4 years experience, Doctorate received between 1966 and 1968

Category 5--At least 13 years experience, Doctorate received between 1969 and 1974

Category 6--At least 7 to 12 3/4 years experience, Doctorate received between 1969 and 1970

Category 7--At least 7 to 12 3/4 years experience, Doctorate received between 1971 and 1974

Category 8--At least 4 to 6 3/4 years experience, Doctorate received between 1969 and 1973

Experience Formula WKU Equivalent Years Experience Per Year of Other Experience

WKU Teaching	1
College Teaching	1
Graduate Assistant	1/4
Research Assistant	1/4
Industrial	1/2
High School Teaching	1/2
Elementary School Teaching	1/2

TABLE III-C

ASSISTANT PROFESSORS

Category	Number in Category	Average Number Years Experience	Standard Deviation	Doctorate Range	Median Doctorate Date	Average Salary/ 9 Month	Salary Standard Deviation	Years Experience Range
1	6	8.2	1.6	1964-1970	1970	\$15,579	\$ 686	5.5-10.5
2	17	10.0	2.7	1971-1973	1972	\$16,074	\$1,163	7-17.5
3	14	5.3	.9	1971-1973	1973	\$15,076	\$ 870	4-6.5
4	19	4.4	1.2	1974-1977	1975	\$14,648	\$ 963	3-6.5
5	14	9.2	1.3	1974-1976	1975	\$15,472	\$ 835	7-11.75
6	5	18.3	5.5	1975-1976	1975	\$14,534	\$ 325	13.5-27
7	4	2.4	.3	1974-1976	1975	\$13,071	\$1,703	2-2.75

Assistant Professors

Category 1--At least 7 years experience, Doctorate received between 1964 and 1970

Category 2--At least 7 years experience, Doctorate received between 1971 and 1973

Category 3--At least 3 to 6 3/4 years experience, Doctorate received between 1971 and 1973

Category 4--At least 3 to 6 1/2 years experience, Doctorate received between 1974 and present

Category 5--At least 7 to 11 3/4 years experience, Doctorate received between 1974 and present

Category 6--At least 13 1/2 to 20 years experience, Doctorate received between 1974 and present

Category 7--At least 2 3/4 years experience, Doctorate received between 1974 and present

Experience Formula

WKU Equivalent Years Experience Per
Year of Other Experience

WKU Teaching	1
College Teaching	1
Graduate Assistant	1/4
Research Assistant	1/4
Industrial	1/2
High School Teaching	1/2
Elementary School Teaching	1/2

TABLE IV

AVERAGE SALARIES* OF ASSISTANT PROFESSORS HOLDING AND NOT HOLDING DOCTORATE DEGREES

	With and Without Doctorate			With Doctorate			Without Doctorate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
WKU	\$14,849 (127) [1,525]	\$13,540 (78) [1,649]	\$14,348 (205) [1,692]	\$15,161 (61) [1,351]	\$15,234 (16) [874]	\$15,176 (77) [1,262]	\$14,561 (66) [1,627]	\$13,103 (62) [1,516]	\$13,855 [128] [1,730]
Academic Services	\$11,643 (5) [1,929]	\$10,317 (11) [620]	\$10,731 (16) [1,285]	-- (1) --	-- (0) --	-- (1) --	\$11,187 (4) [1,891]	\$10,317 (11) [620]	\$10,549 (15) [1,095]
Applied Arts & Health	\$14,353 (6) [1,150]	\$13,845 (18) [657]	\$13,972 (24) [810]	-- (1) --	\$14,516 (3) [694]	\$14,679 (4) [654]	\$14,190 (5) [1,206]	\$13,710 (15) [582]	\$13,830 (20) [775]
Arts & Humanities	\$14,374 (44) [1,311]	\$13,900 (20) [1,182]	\$14,225 (64) [1,282]	\$14,548 (25) [1,225]	\$15,948 (3) [603]	\$14,698 (28) [1,246]	\$14,144 (19) [1,417]	\$13,538 (17) [830]	\$13,858 (36) [1,200]
Business & Public Affairs	\$15,060 (19) [1,324]	\$13,869 (7) [1,193]	\$14,739 (26) [1,375]	\$14,879 (6) [1,116]	-- (1) --	\$14,849 (7) [1,021]	\$15,143 (13) [1,444]	\$13,736 (6) [1,248]	\$14,699 (19) [1,508]
Education	\$15,786 (35) [1,238]	\$14,605 (16) [1,233]	\$15,415 (51) [1,343]	\$16,123 (22) [1,207]	\$15,348 (8) [938]	\$15,917 (30) [1,178]	\$15,216 (13) [1,109]	\$13,862 (8) [1,056]	\$14,700 (21) [1,258]
Science & Technology	\$15,020 (18) [1,065]	\$14,111 (6) [436]	\$14,792 (24) [1,020]	\$14,742 (6) [732]	-- (1) --	\$14,765 (7) [671]	\$15,158 (12) [1,202]	\$13,954 (5) [226]	\$14,804 (17) [1,152]

* Number in group over which average was taken is shown in parentheses. Standard deviations are shown in brackets.

TABLE V

Trends in Average Salaries by Rank
(Nine Month Basis)

Rank	1970-71	1971-72	1972-73	1973-74	1974-75	1975-76	1976-77
Professor							
National Average							
IIA Institutions	\$17,420	\$17,850	\$18,980	\$20,450	\$21,550	\$22,500	\$24,413 ^a
WKU	14,671	15,614	16,310	16,976	18,030	19,106	21,098
		(15,302) ^b	(15,807) ^b	(16,787) ^b	(18,634) ^b	(20,330) ^b	(21,509) ^b
Associate Professor							
National Average							
IIA Institutions	13,830	14,140	15,000	15,960	16,890	17,680	19,183 ^a
WKU	13,082	13,669	14,362	14,938	15,445	16,435	17,587
		(13,645)	(14,095)	(14,969)	(16,616)	(18,128)	(19,179)
Assistant Professor							
National Average							
IIA Institutions	11,440	11,800	12,470	13,120	13,920	14,570	15,808 ^a
WKU	10,844	11,597	12,148	12,620	13,085	13,695	14,613
		(11,310)	(11,683)	(12,407)	(13,772)	(15,025)	(15,896)
Instructor							
National Average							
IIA Institutions	9,220	9,540	10,130	10,700	11,420	11,950	12,966 ^a
WKU	8,914	9,558	10,236	10,773	11,054	11,760	12,635
		(9,297)	(9,604)	(10,199)	(11,321)	(12,351)	(13,067)
Annual Rate of Change in Consumer Prices	4.3%	3.3%	6.2%	11.0%	9.1%	5.8%	

a) Based on a projected growth of salaries of 8.5% for the 1976-77 academic year in "Nearly Keeping Up: Report on the Economic Status of the Profession, 1975-76," A.A.U.P. Bulletin, Summer, 1976.

b) Average salary levels with assumed increases equal to increases in consumer prices.

Sources: Salary data through 1975-76 from A.A.U.P. Bulletins (Summer Edition). Information on price level changes were taken from the March, 1977, Monthly Labor Review, TABLE 22, p. 109.

FIGURE I

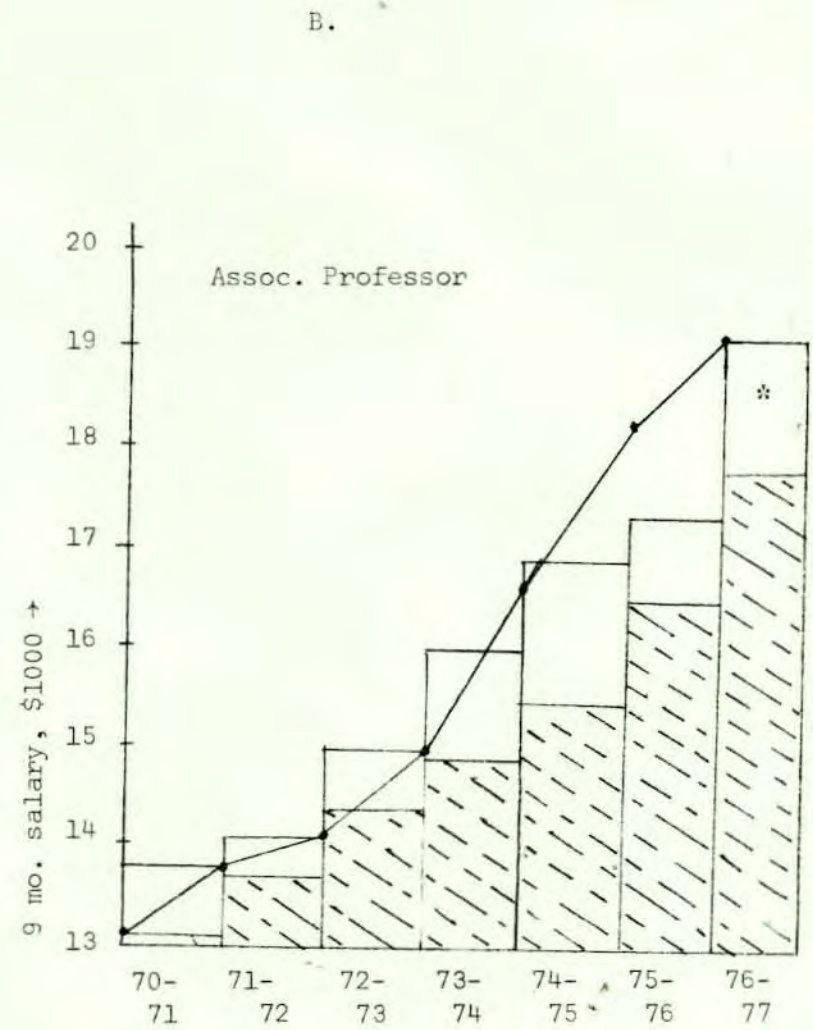
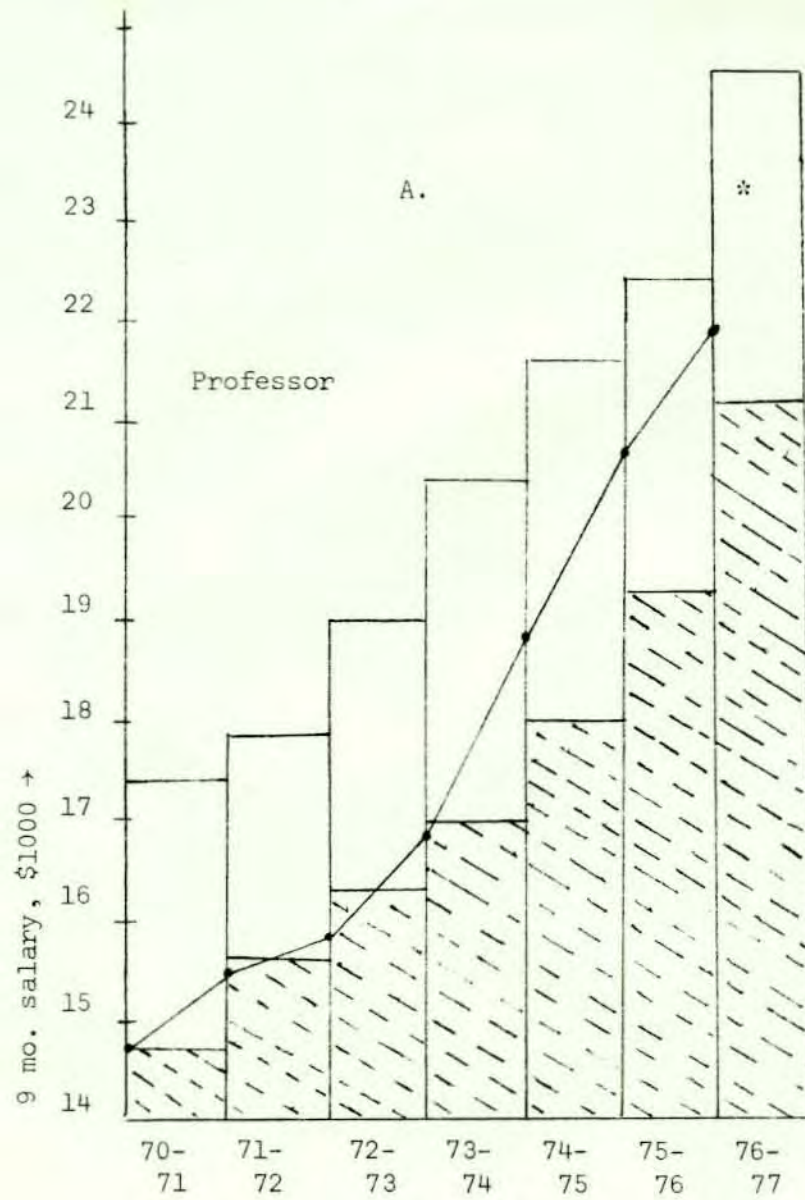
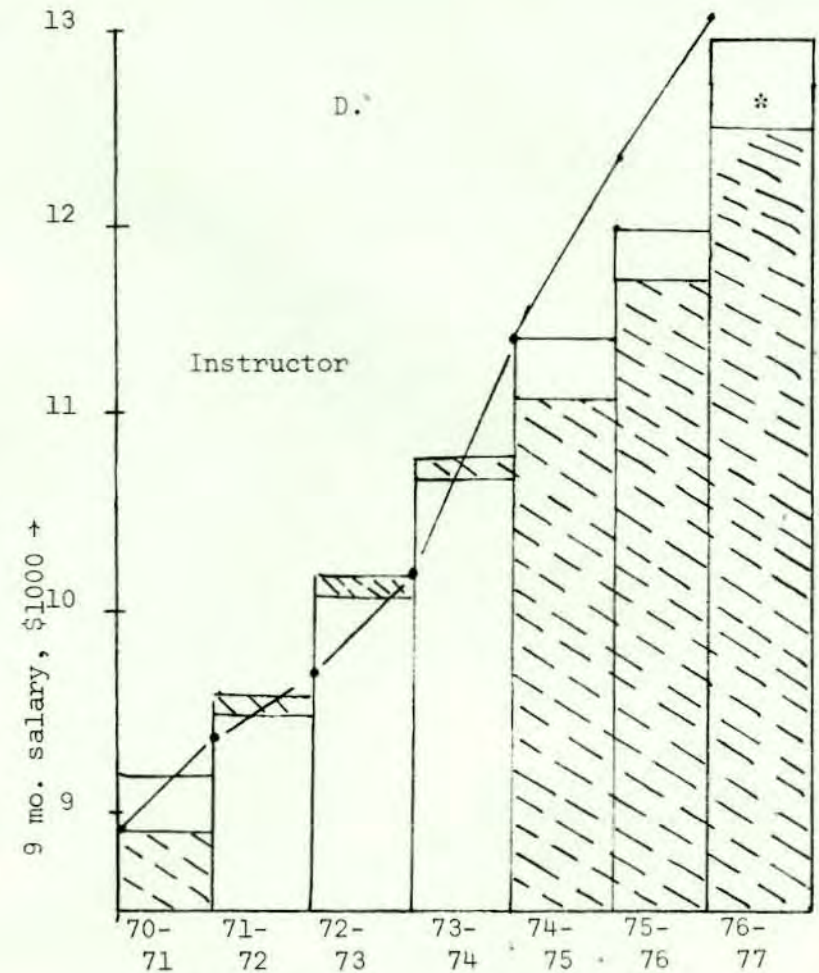
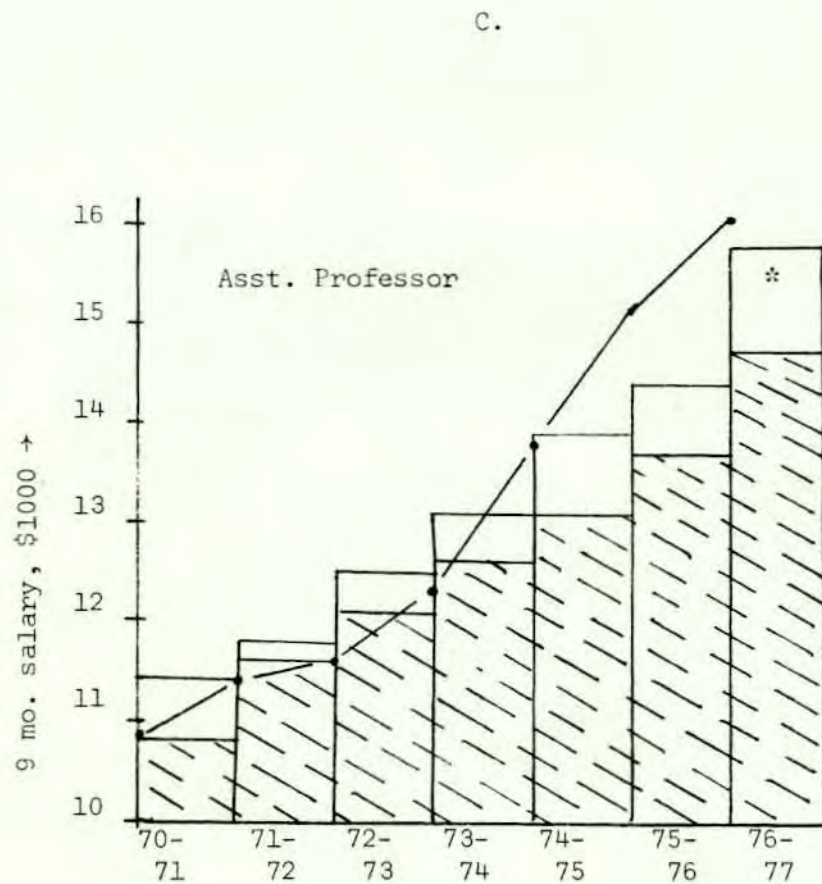


FIGURE I



□ - National average nine month salary for IIA institutions.

▨ - WKU average nine month salary.

—•— - August 1970 WKU salary adjusted for the cost of living increase through May 1976. The difference between this line and WKU salaries represents the dollar amount of shortfall in purchasing power over this six year period.

* - Based on a projected growth of salaries of 8.5% for the 1976-77 academic year in "Nearly Keeping Up: Report on the Economic Status of the Profession, 1975-76" A.A.U.P. Bulletin, Summer, 1976.

Western Kentucky University compared favorably with the rate of inflation during this period, the averages remained below those of similar institutions across the nation for all ranks except that of Instructor. The average salary for this rank was above the national average for three of the four academic years from 1970 through 1973. During this period, therefore, the trend was one of increases in average salaries which were slightly greater than the rate of inflation. These raises served to prevent a significant decline in the real income of the faculty; but very little progress was made in bringing average salaries for the top three academic ranks up to national norms.

The year of 1974 marks an important turning point in the aforementioned trends. The 11.0 percent rate of inflation for that year significantly reduced the real income of the average faculty member, regardless of his academic rank. This is indicated by the difference between the actual average salary for each rank and what that salary would be had it grown at the same rate as inflation (numbers in parentheses). Since the 1974-75 academic year, this shortfall in average salaries has persisted in all four academic ranks. The shortfall has been reduced somewhat at the Professor rank between 1974 and the current academic year, but has grown larger in the other three ranks.

APPENDIX

This appendix contains histograms of the number of faculty whose salaries range between X and $X + \Delta X$, where ΔX is \$500. For example, Figure I-A shows that 17 Professors in the University have salaries between \$20,500 and \$21,000.

Figure I-A

WESTERN KENTUCKY UNIVERSITY PROFESSORS

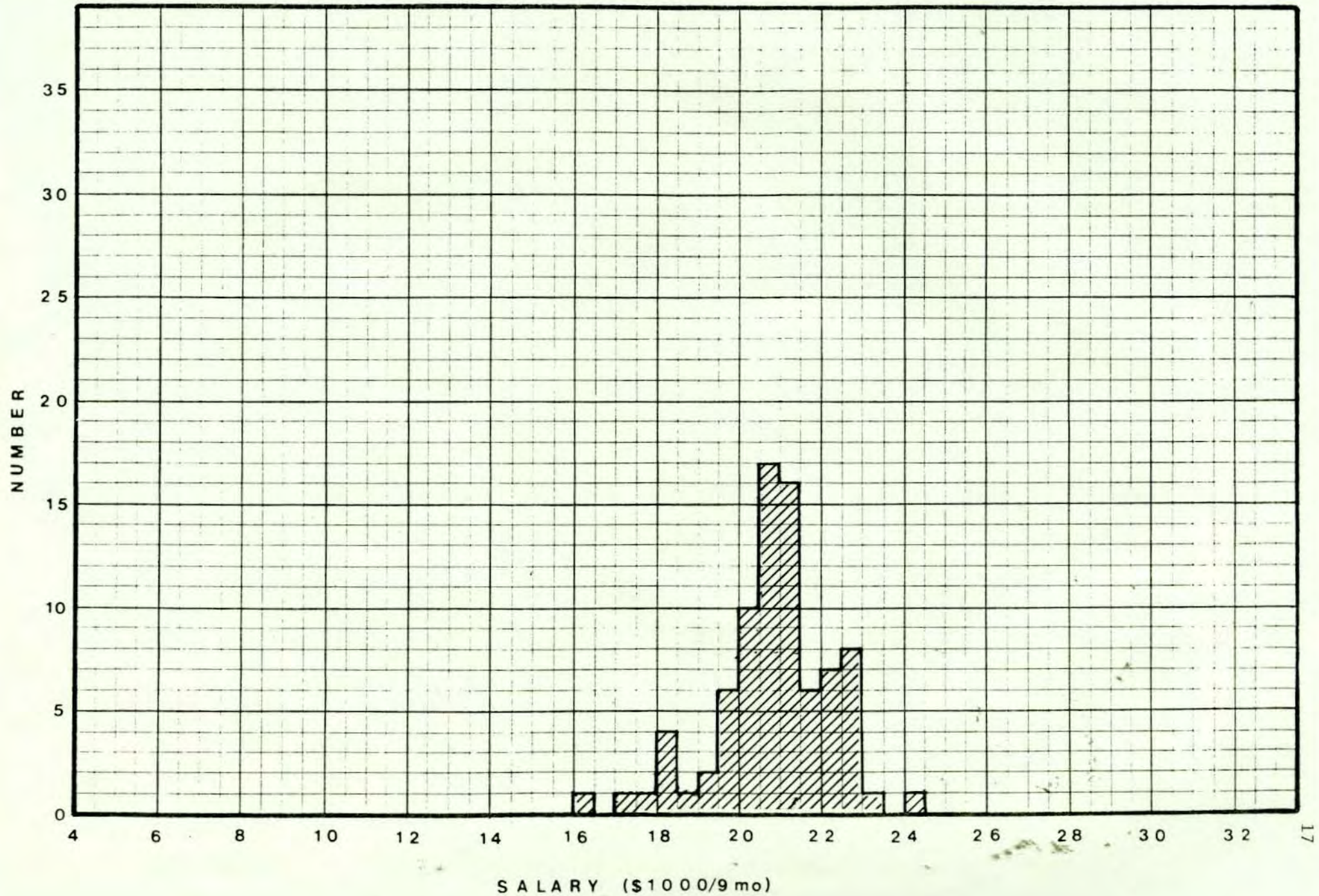


Figure I-B

WESTERN KENTUCKY UNIVERSITY ASSOCIATE PROFESSORS

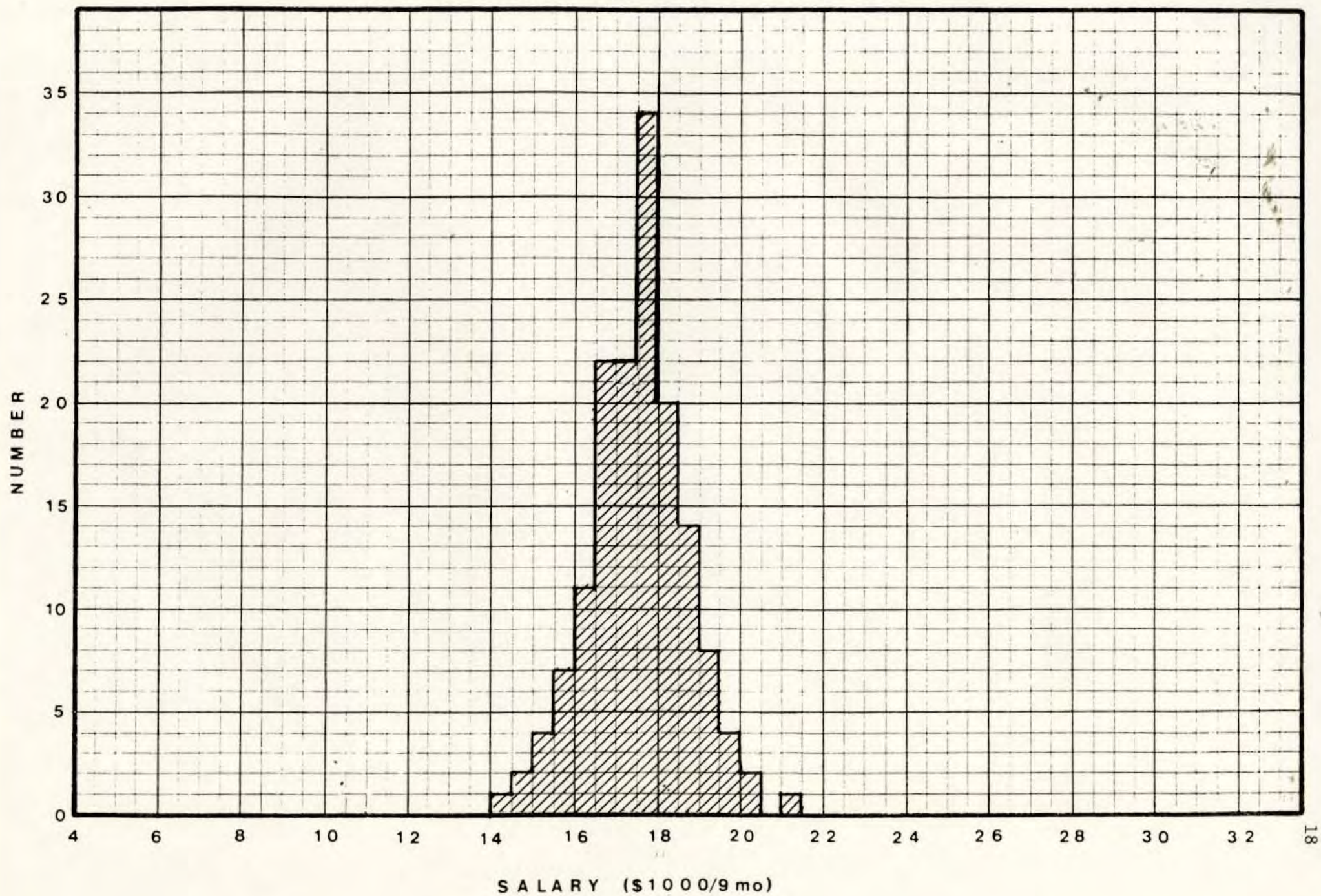


Figure I-C

WESTERN KENTUCKY UNIVERSITY ASSISTANT PROFESSORS

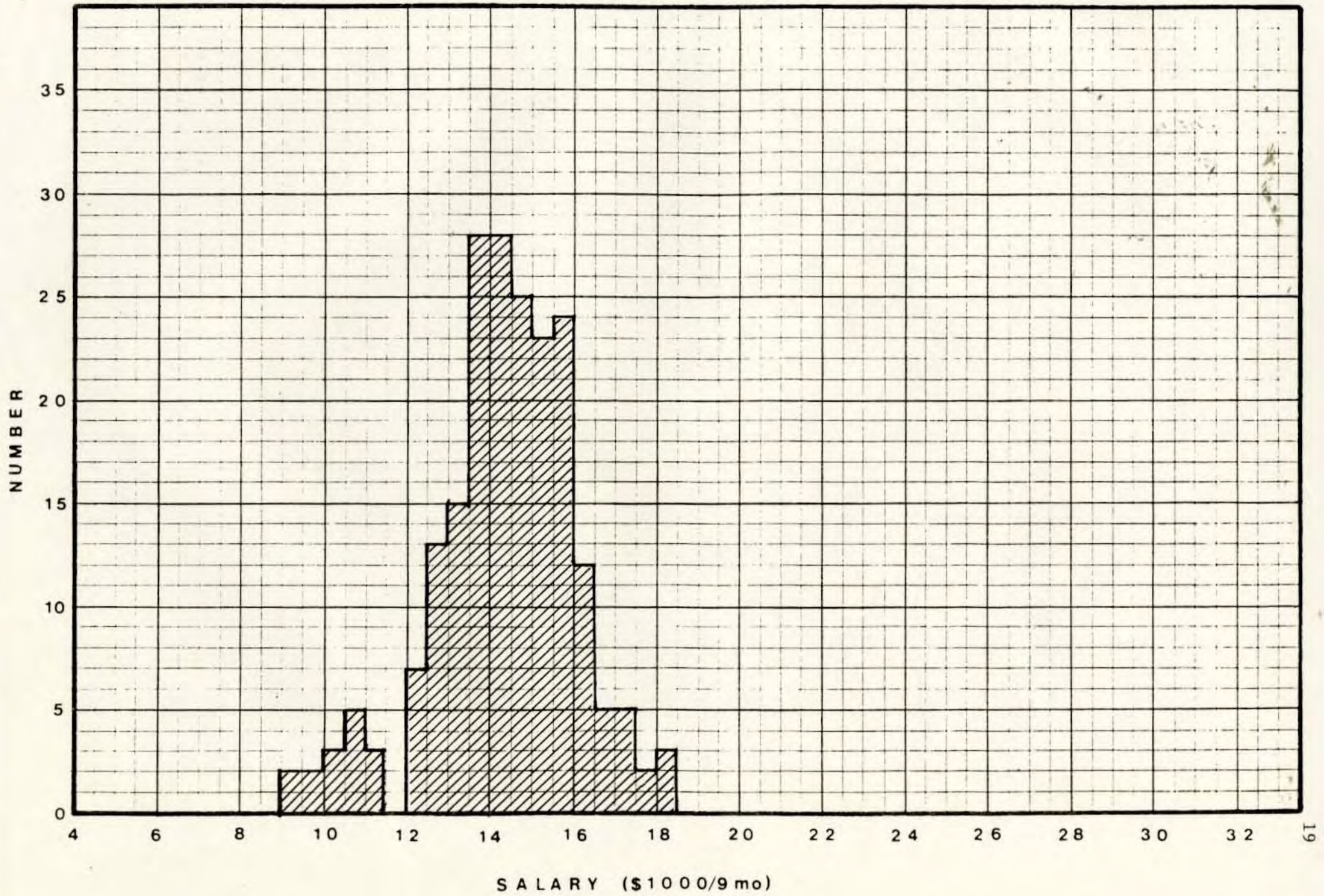


Figure I-D

WESTERN KENTUCKY UNIVERSITY INSTRUCTORS

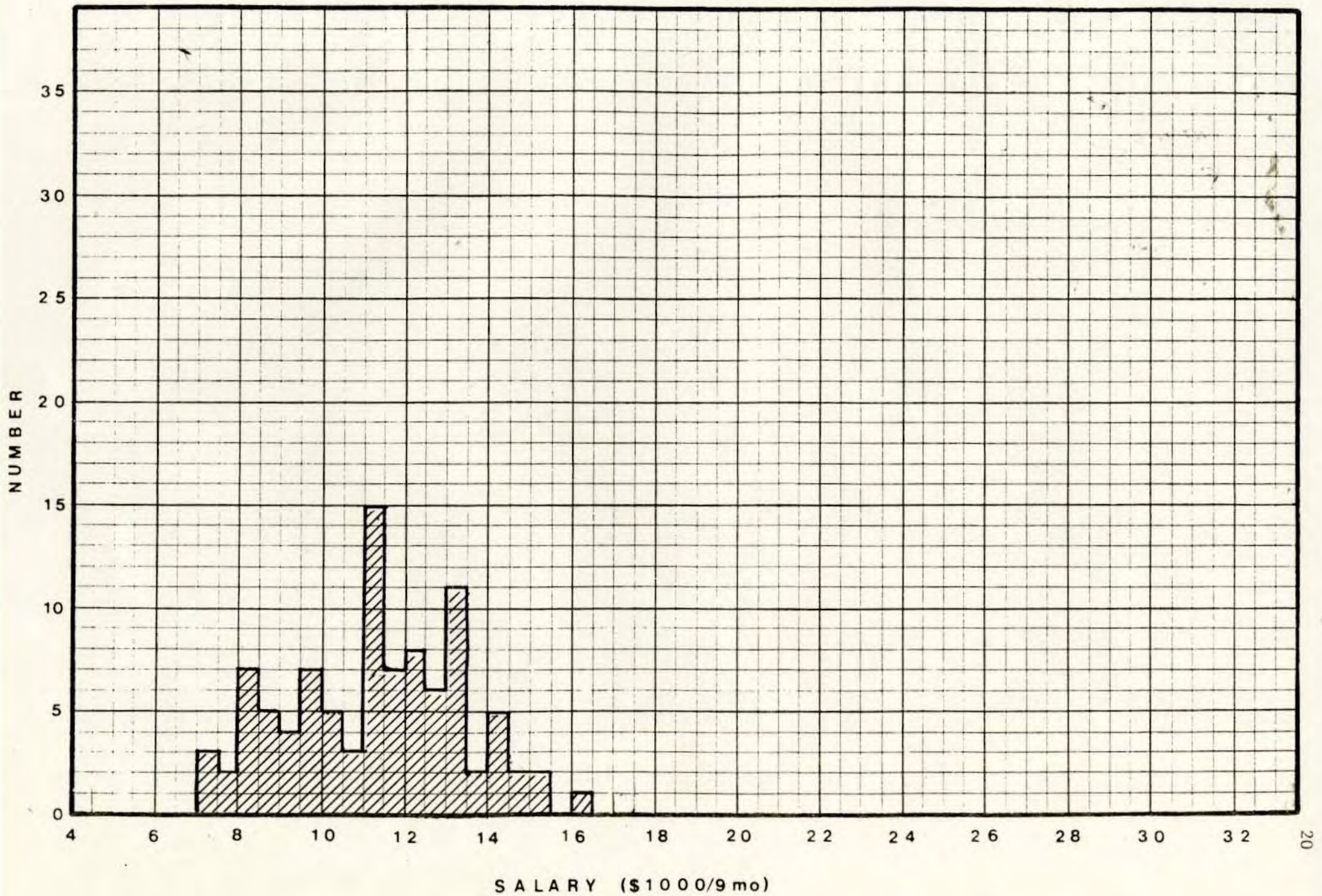


Figure II-A

WESTERN KENTUCKY UNIVERSITY - PROFESSORS AND ASSOCIATE PROFESSORS

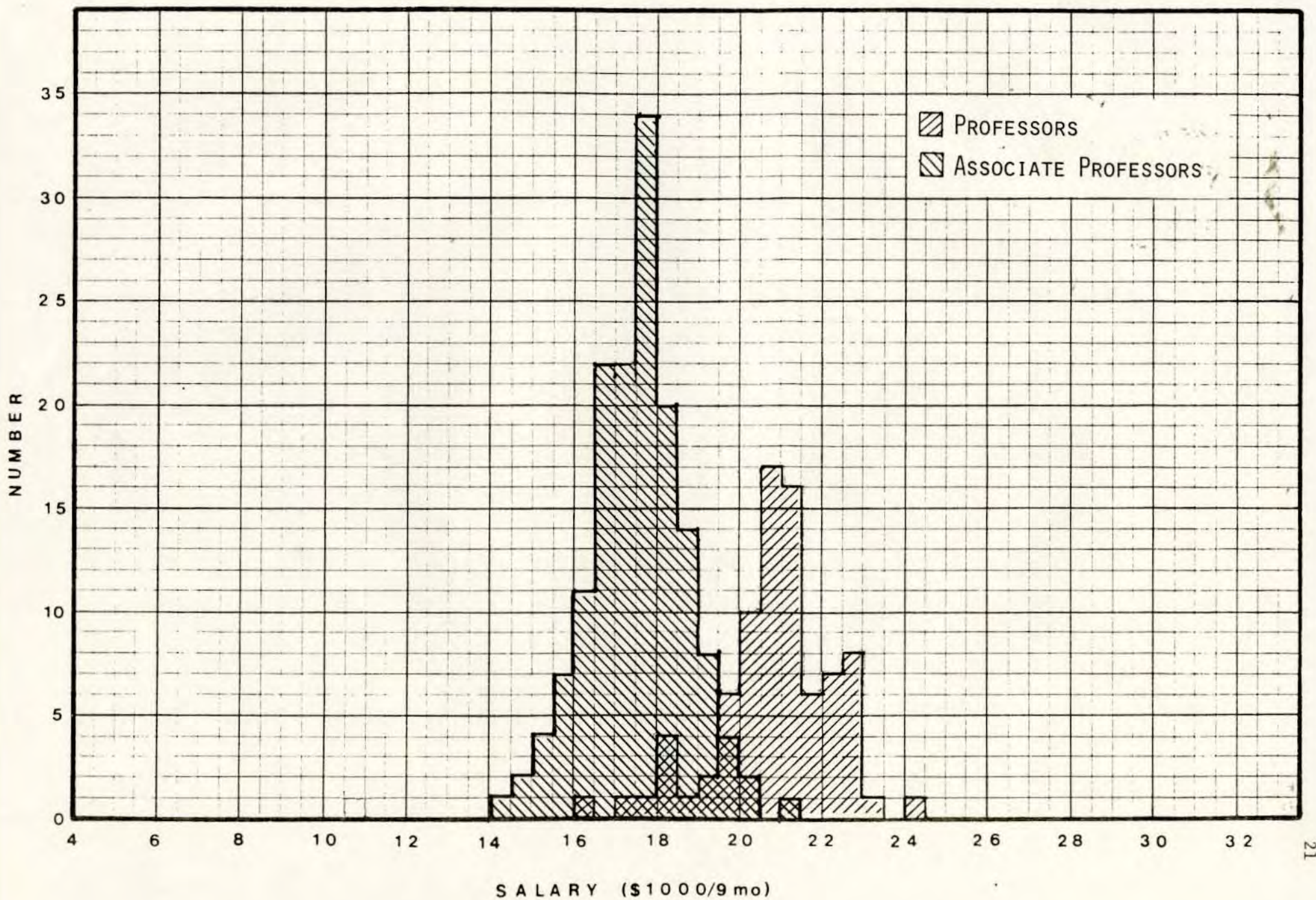


Figure II-B

WESTERN KENTUCKY UNIVERSITY - PROFESSORS AND ASSISTANT PROFESSORS

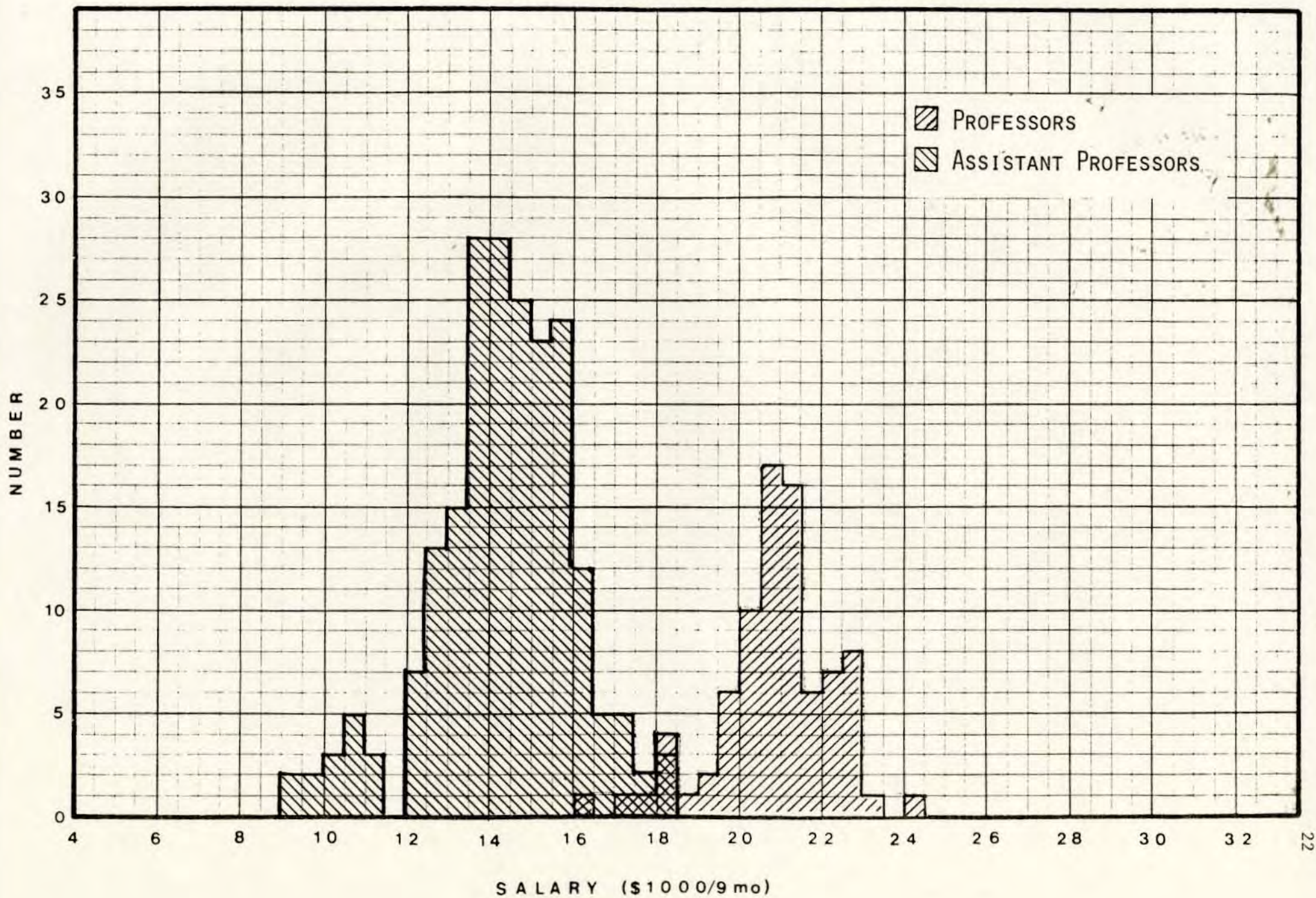


Figure II-C

WESTERN KENTUCKY UNIVERSITY - PROFESSORS AND INSTRUCTORS

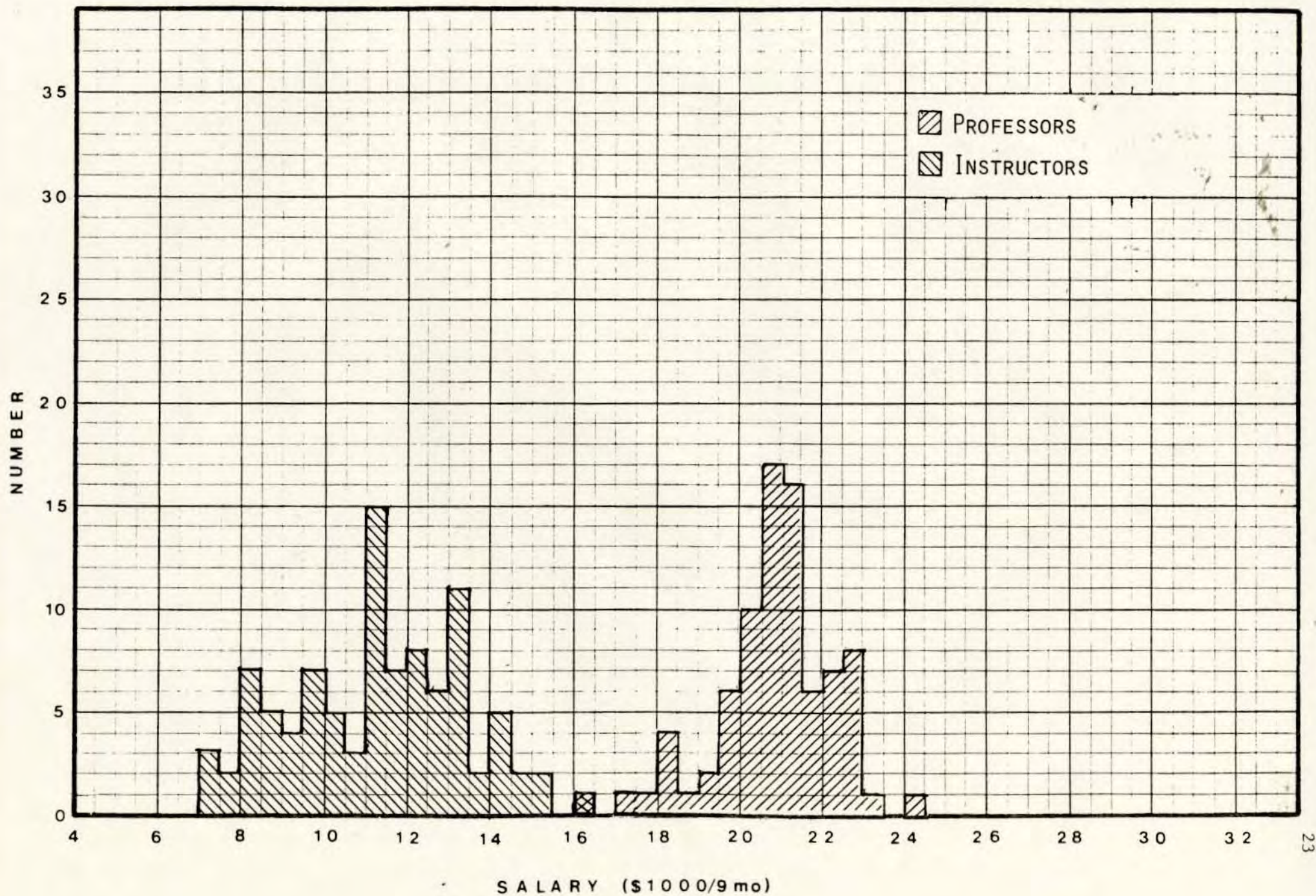


Figure II-D

WESTERN KENTUCKY UNIVERSITY - ASSOCIATE PROFESSORS AND ASSISTANT PROFESSORS

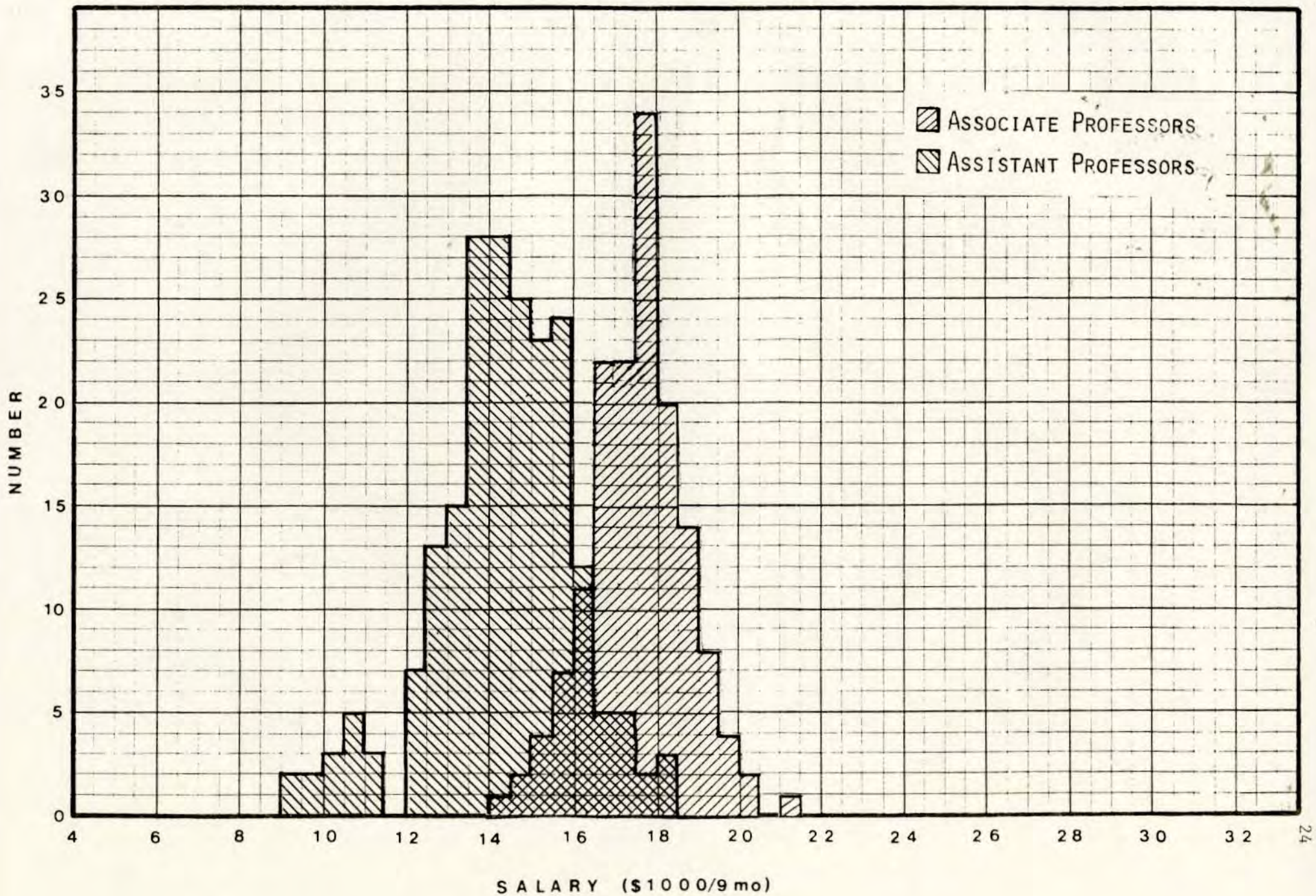


Figure II-E

WESTERN KENTUCKY UNIVERSITY - ASSOCIATE PROFESSORS AND INSTRUCTORS

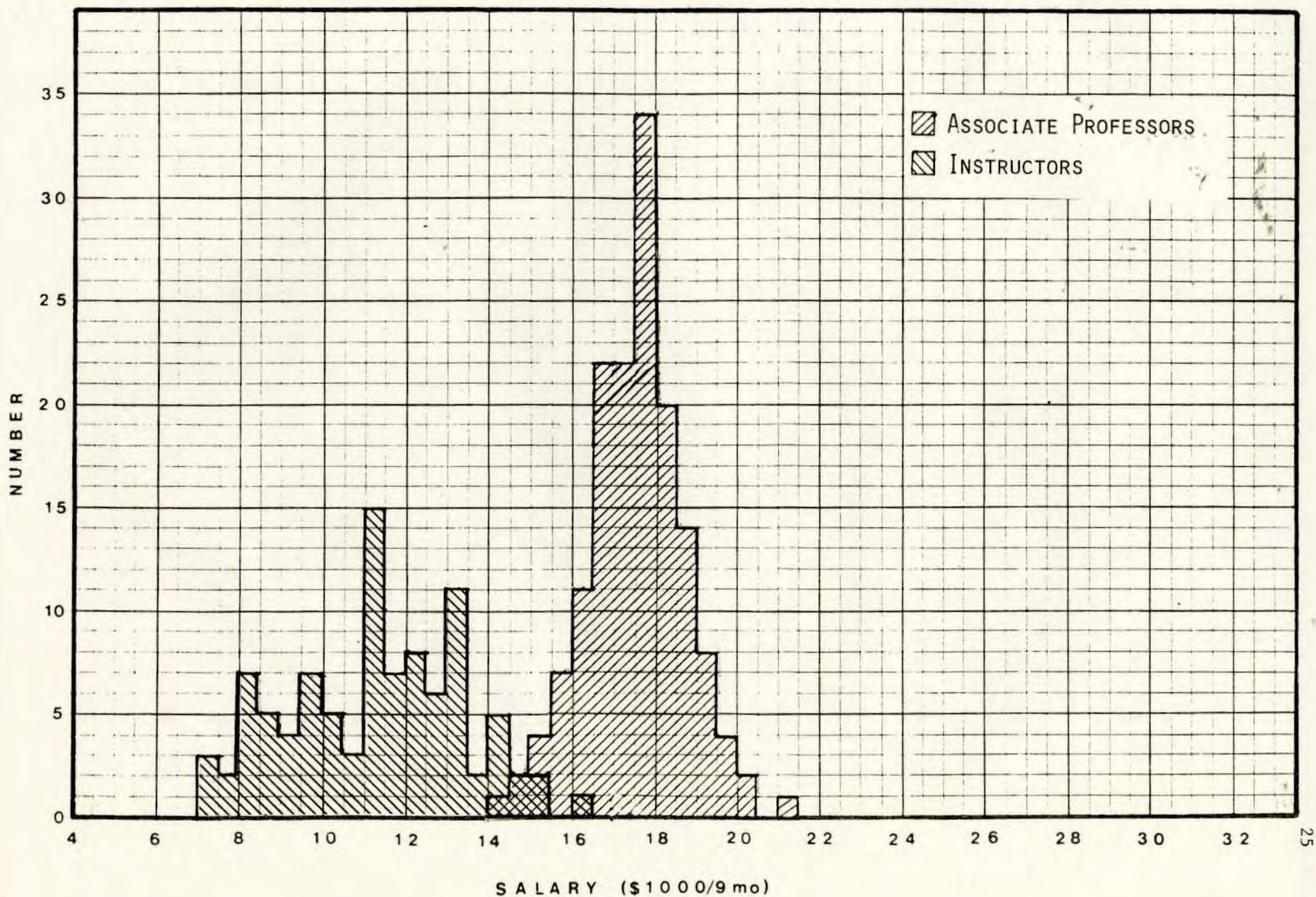


Figure II-F

WESTERN KENTUCKY UNIVERSITY - ASSISTANT PROFESSORS AND INSTRUCTORS

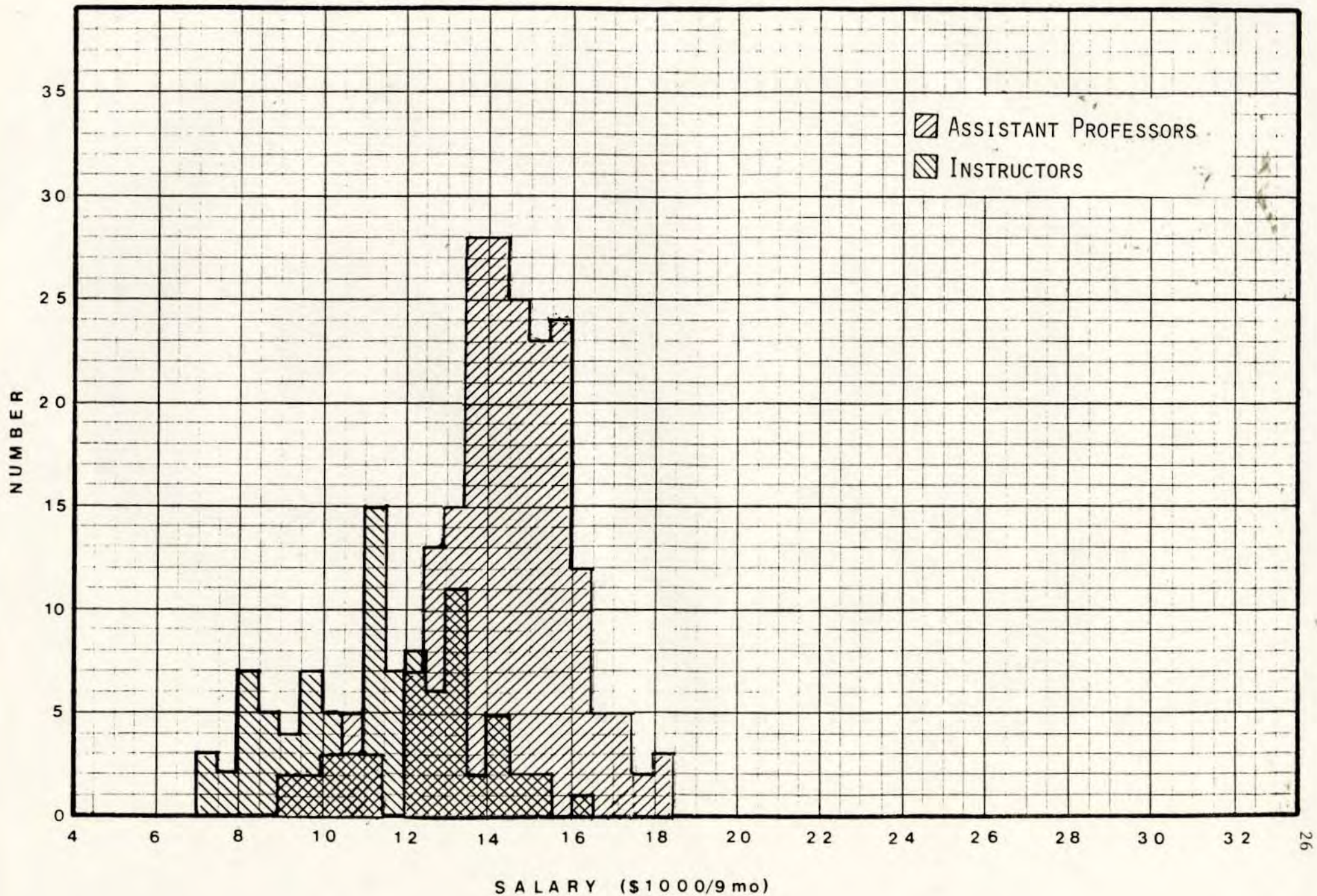


Figure III-A
ACADEMIC SERVICES - PROFESSORS

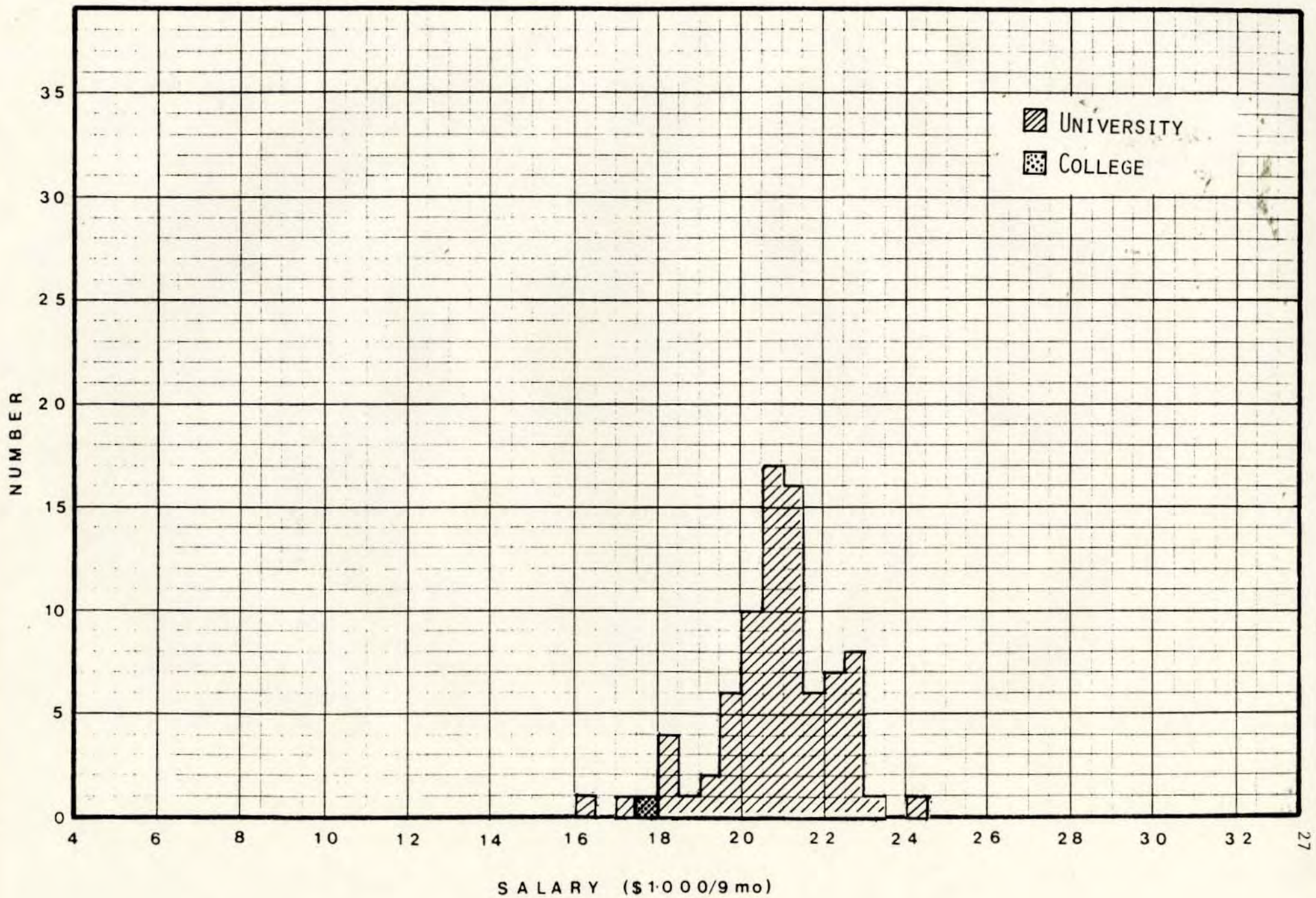


Figure III-A
ACADEMIC SERVICES - PROFESSORS

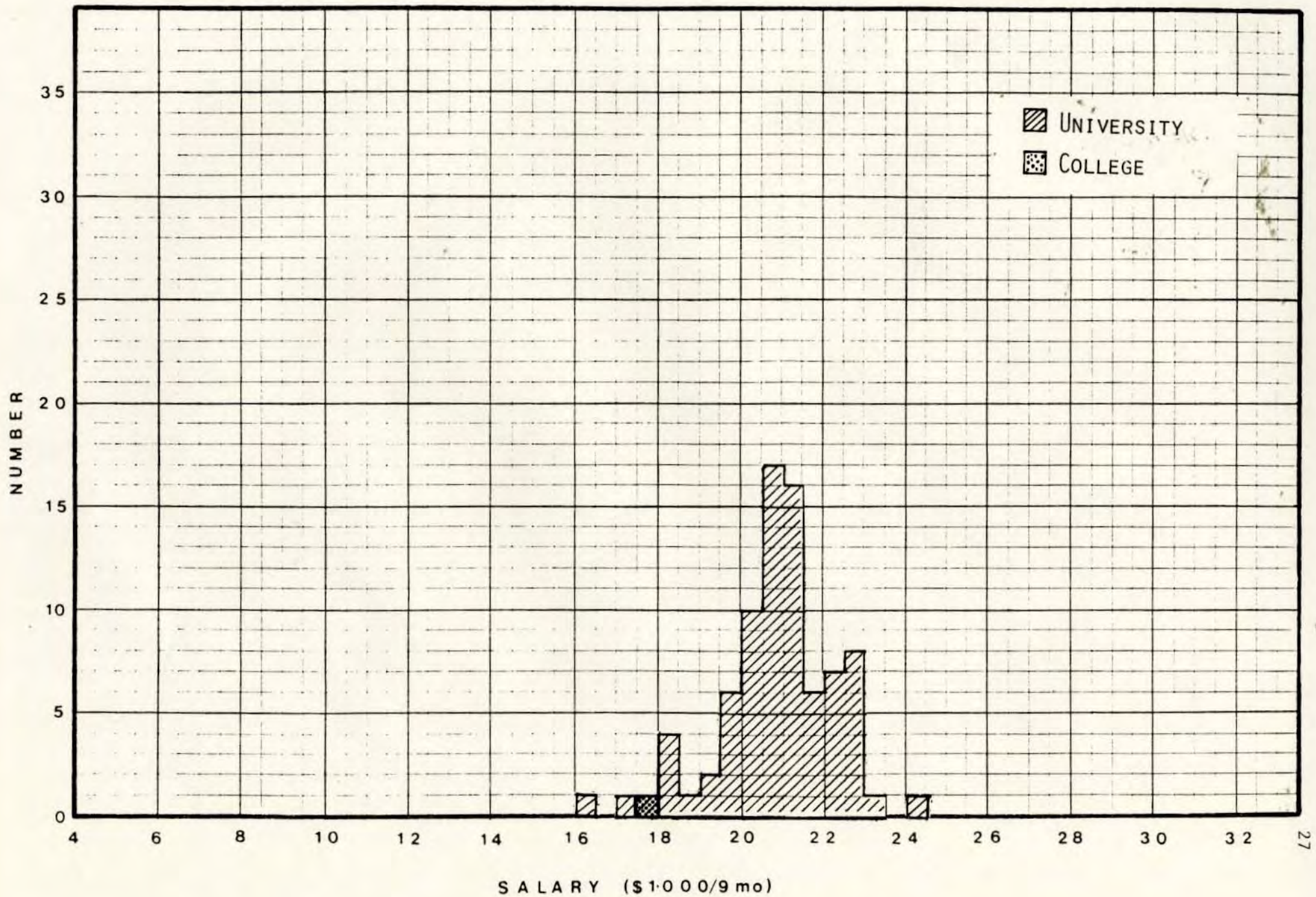


Figure III-B

THE COLLEGE OF APPLIED ARTS AND HEALTH - PROFESSORS

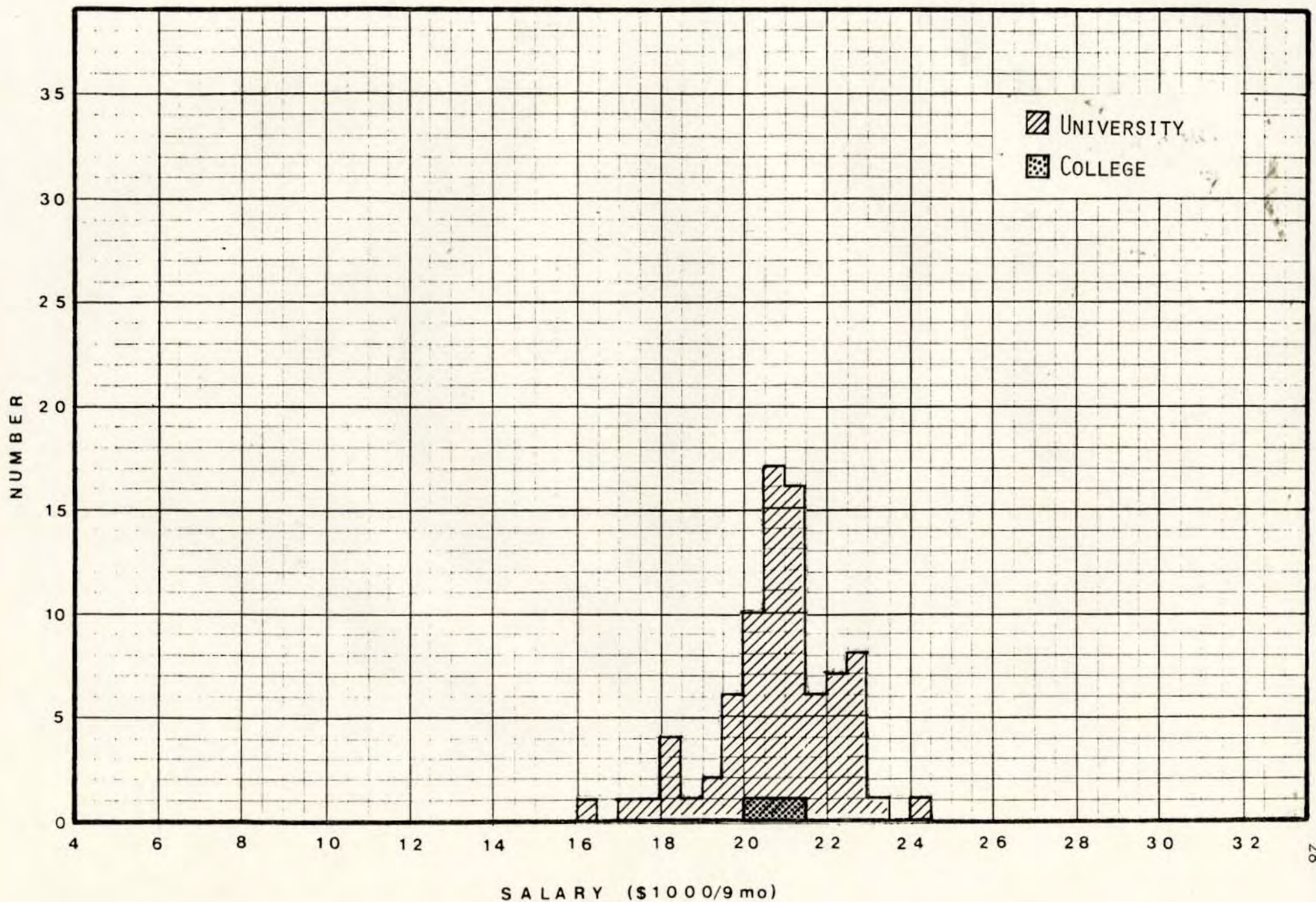


Figure III-C

POTTER COLLEGE OF ARTS AND HUMANITIES - PROFESSORS

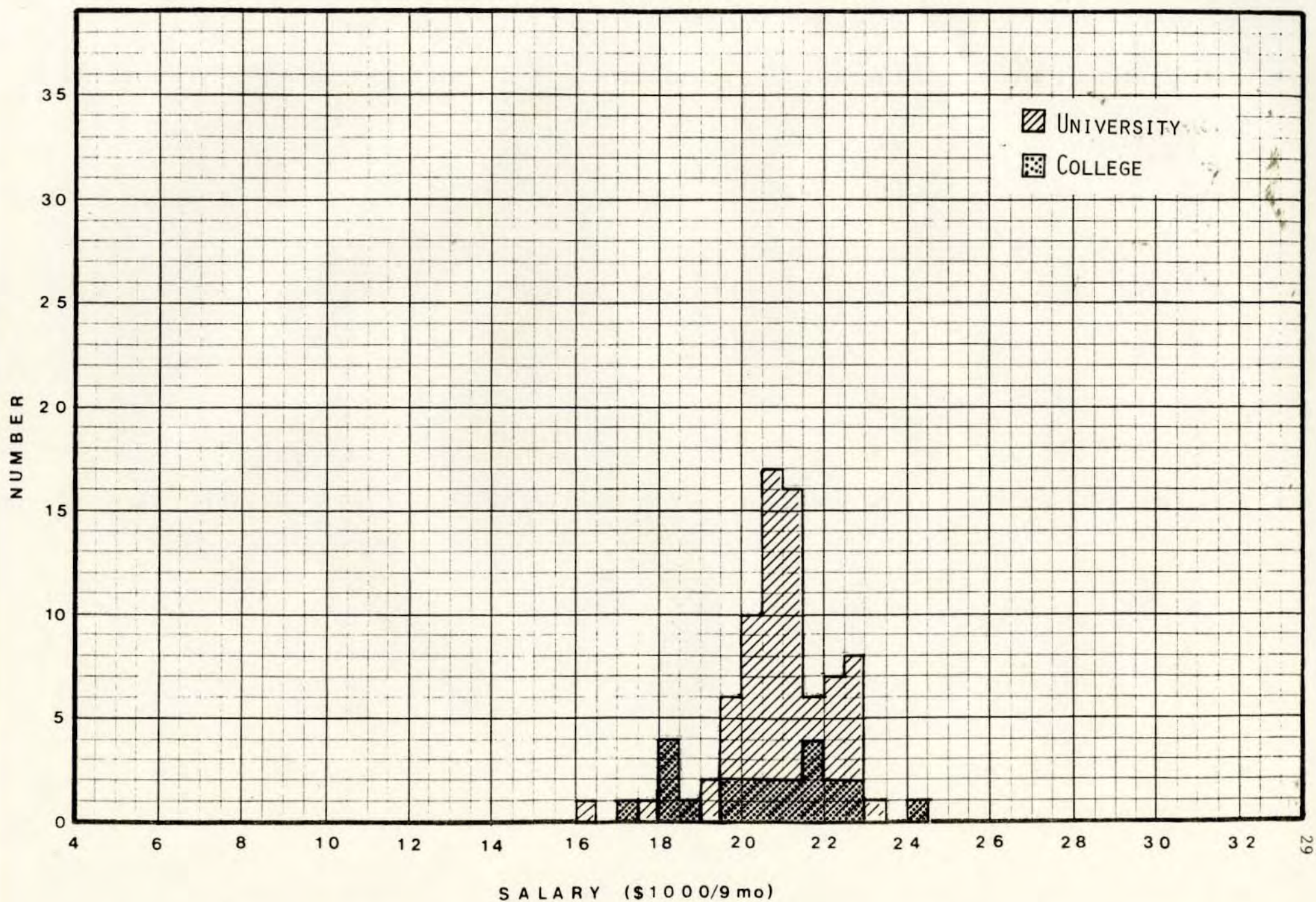


Figure III-D

BOWLING GREEN COLLEGE OF BUSINESS AND PUBLIC AFFAIRS - PROFESSORS

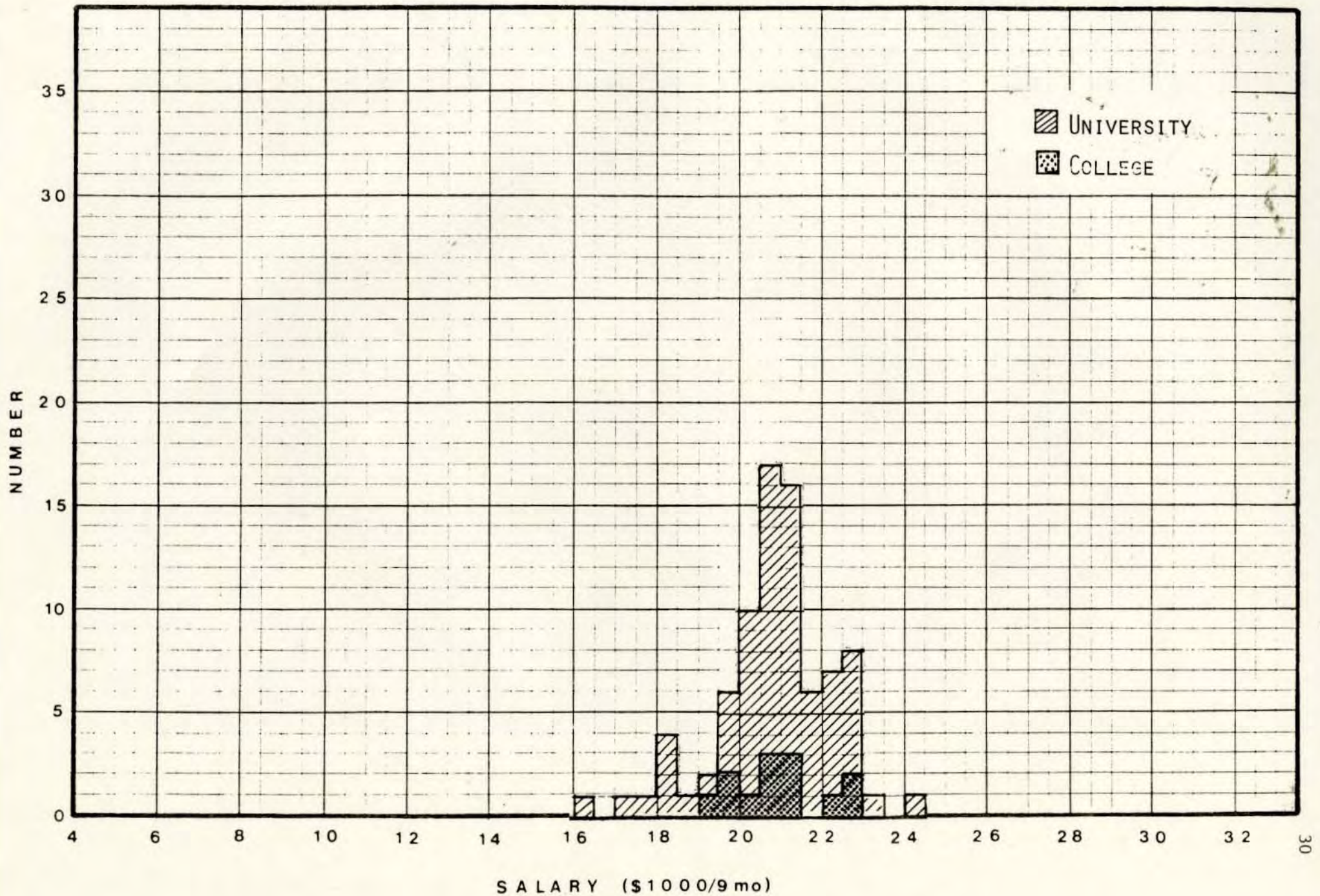


Figure III-E

THE COLLEGE OF EDUCATION - PROFESSORS

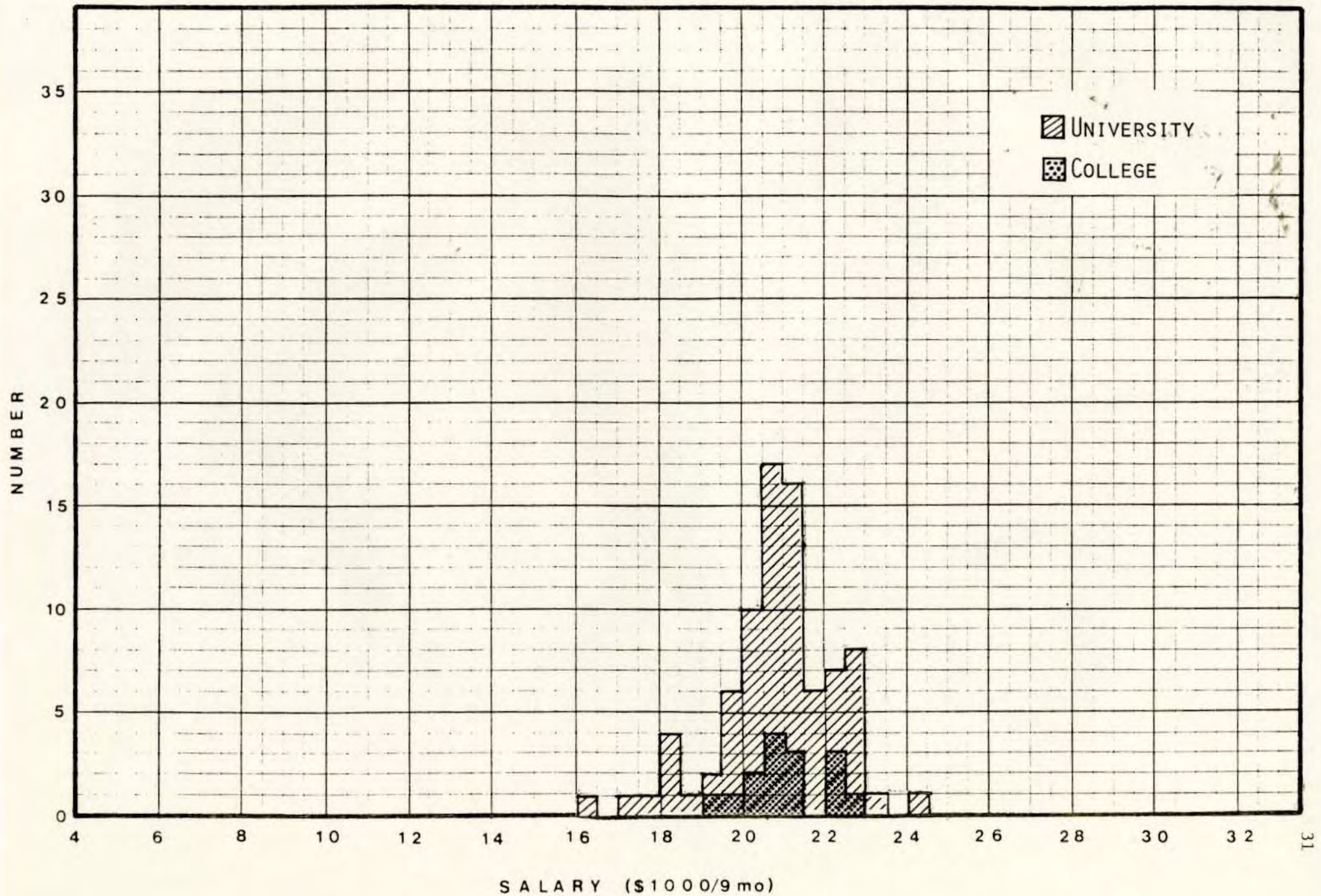


Figure III-F

OGDEN COLLEGE OF SCIENCE AND TECHNOLOGY - PROFESSORS

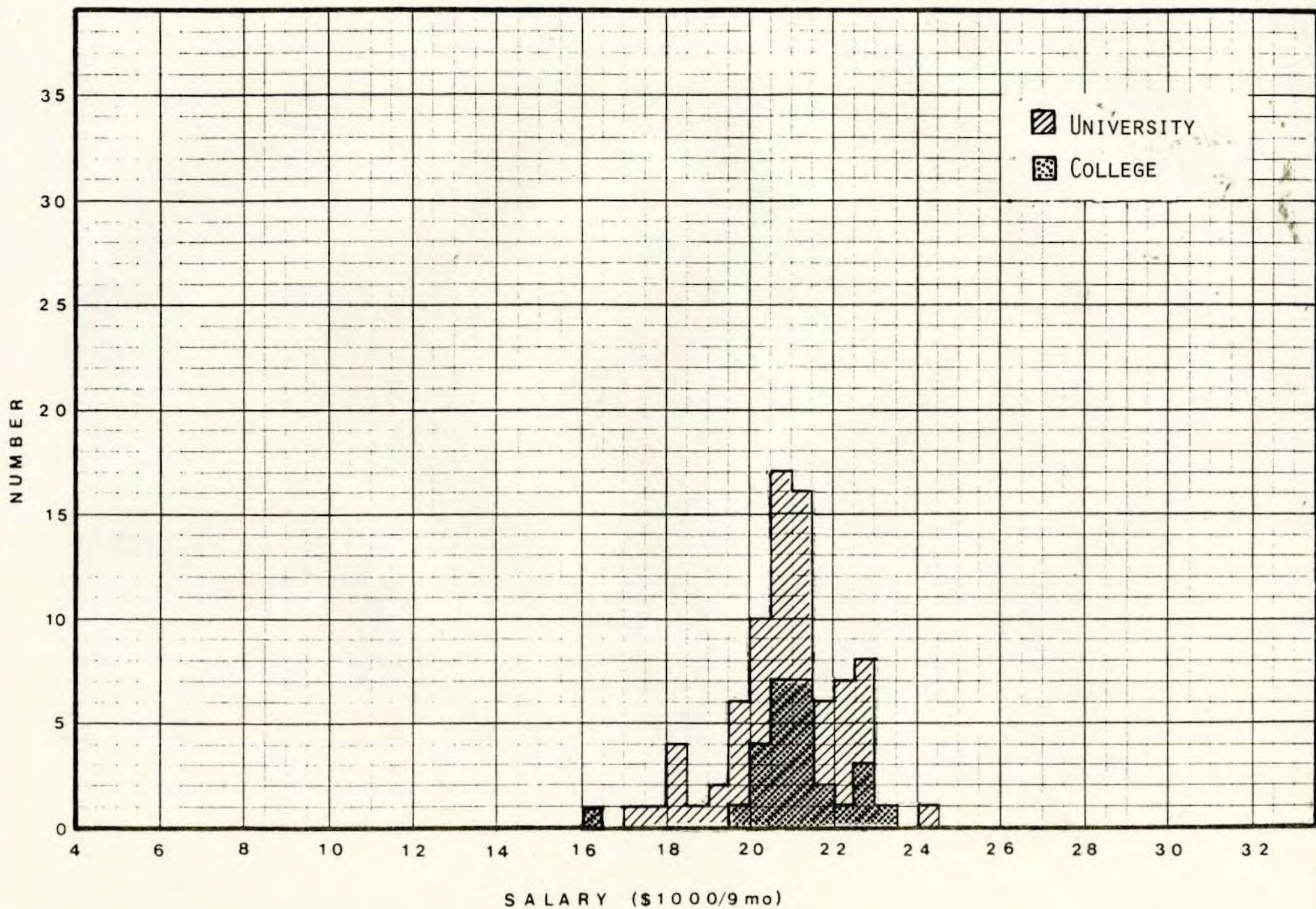


Figure IV-A

THE COLLEGE OF APPLIED ARTS AND HEALTH - ASSOCIATE PROFESSORS

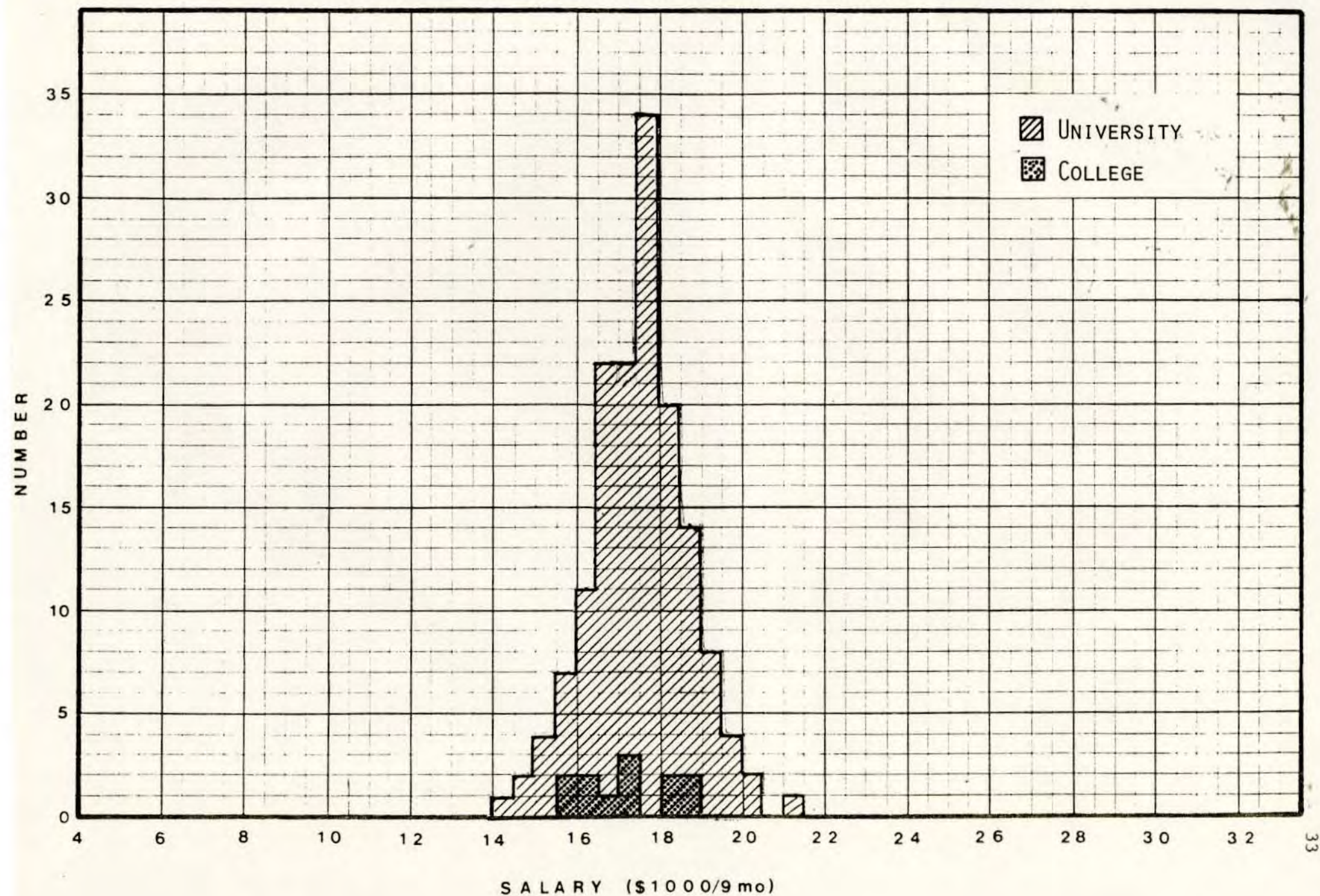


Figure IV-B

POTTER COLLEGE OF ARTS AND HUMANITIES - ASSOCIATE PROFESSORS

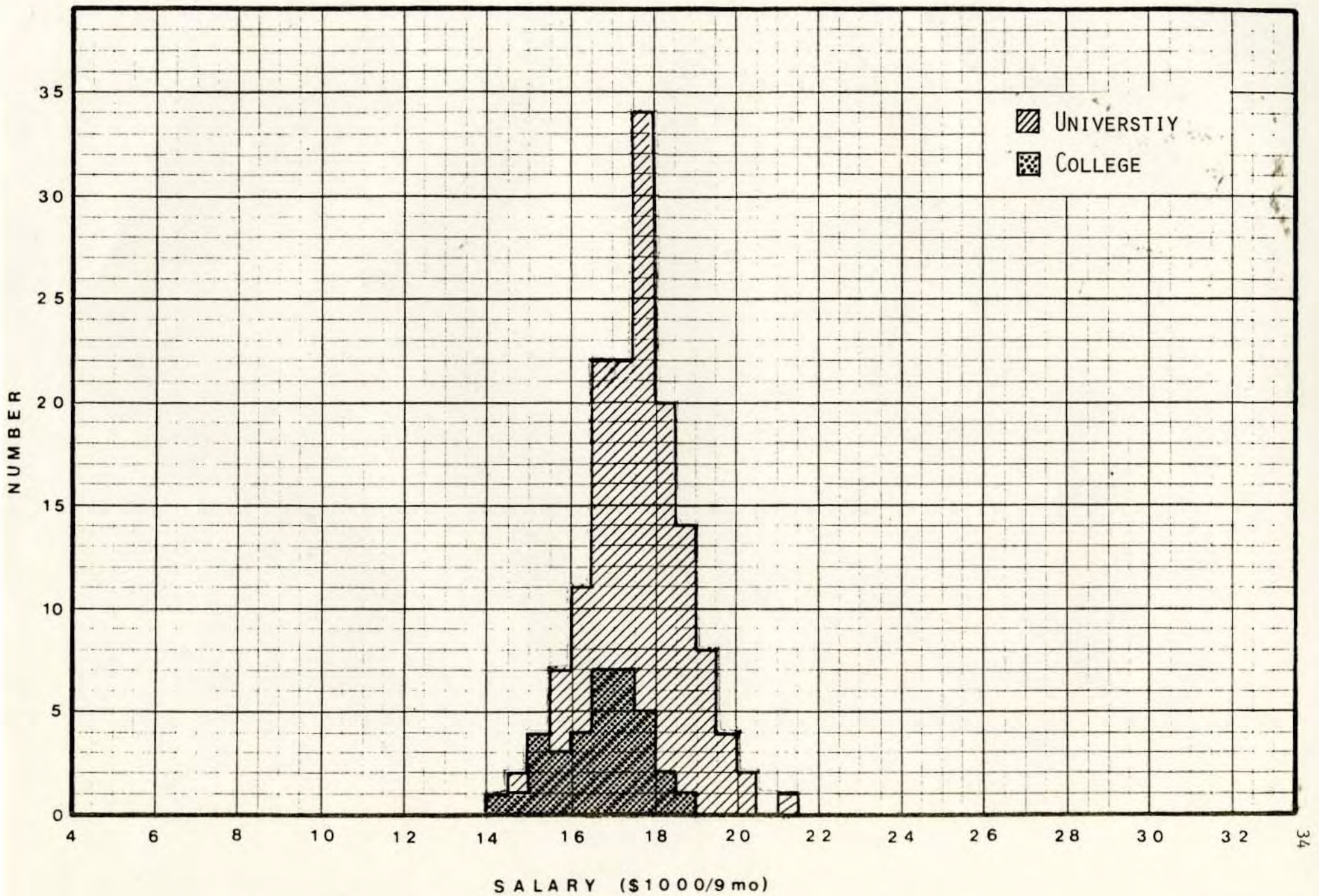


Figure IV-C

BOWLING GREEN COLLEGE OF BUSINESS AND PUBLIC AFFAIRS - ASSOCIATE PROFESSORS

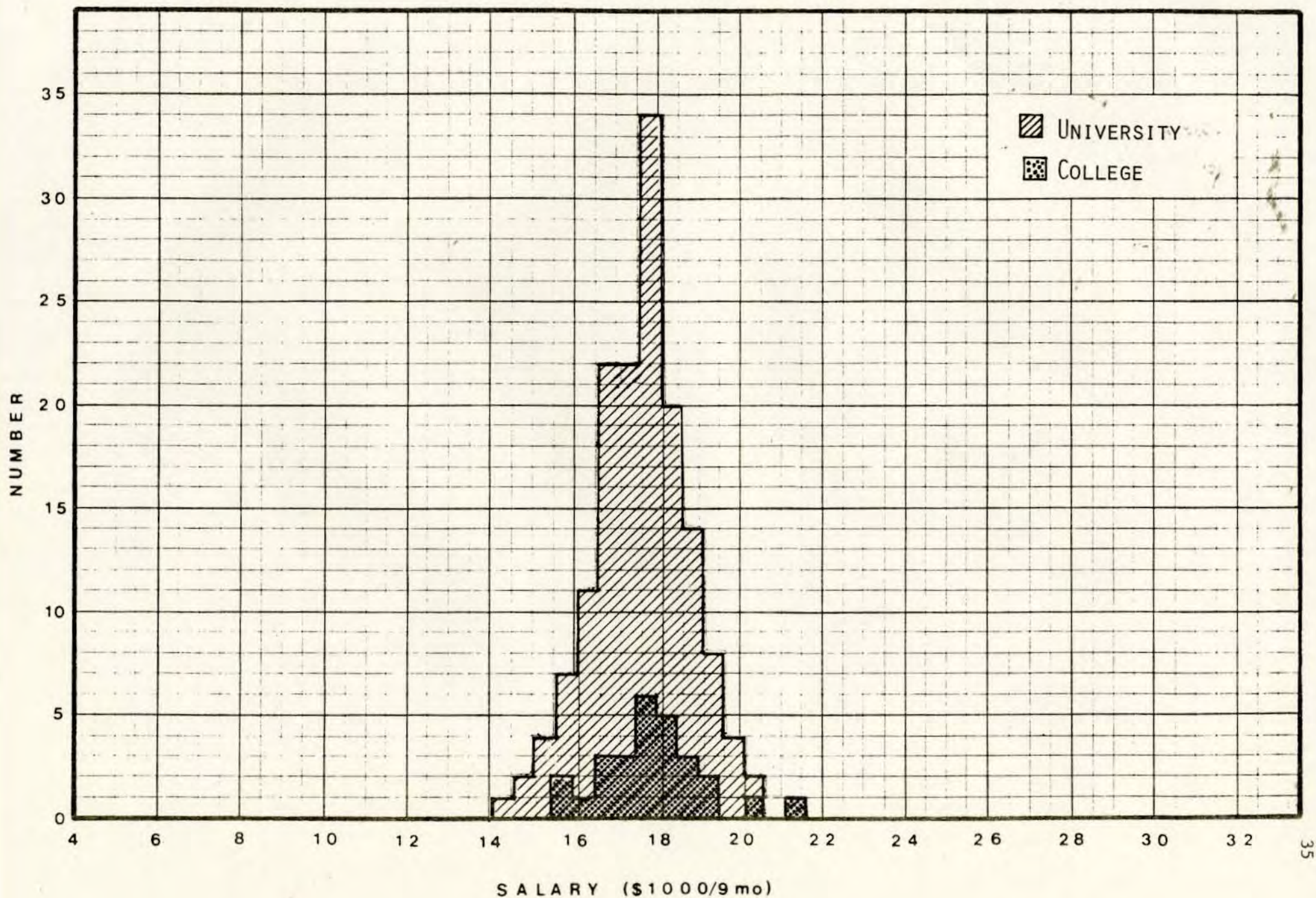


Figure IV-D

THE COLLEGE OF EDUCATION - ASSOCIATE PROFESSORS

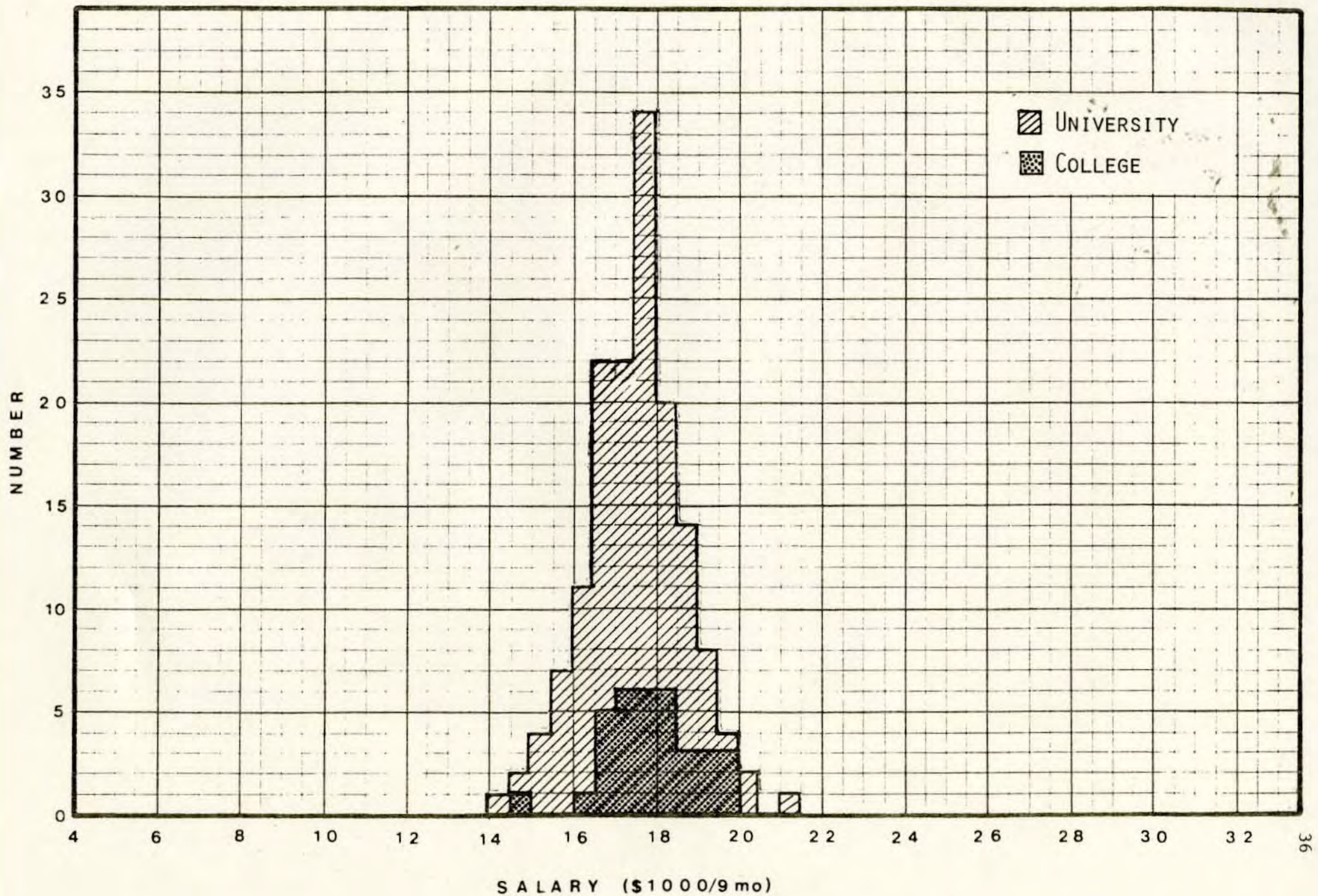


Figure IV-E

OGDEN COLLEGE OF SCIENCE AND TECHNOLOGY - ASSOCIATE PROFESSORS

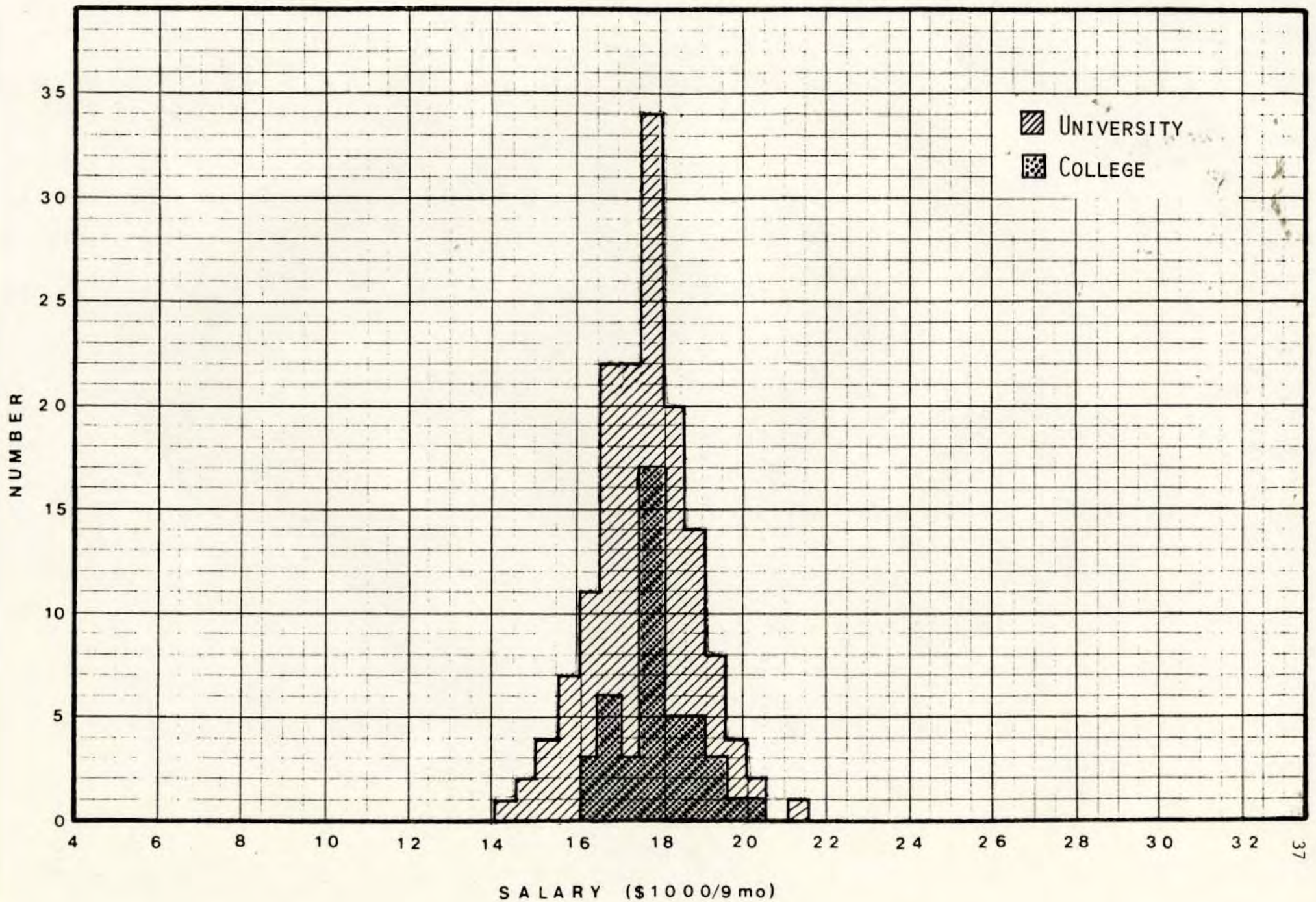


Figure V-A

ACADEMIC SERVICES - ASSISTANT PROFESSORS

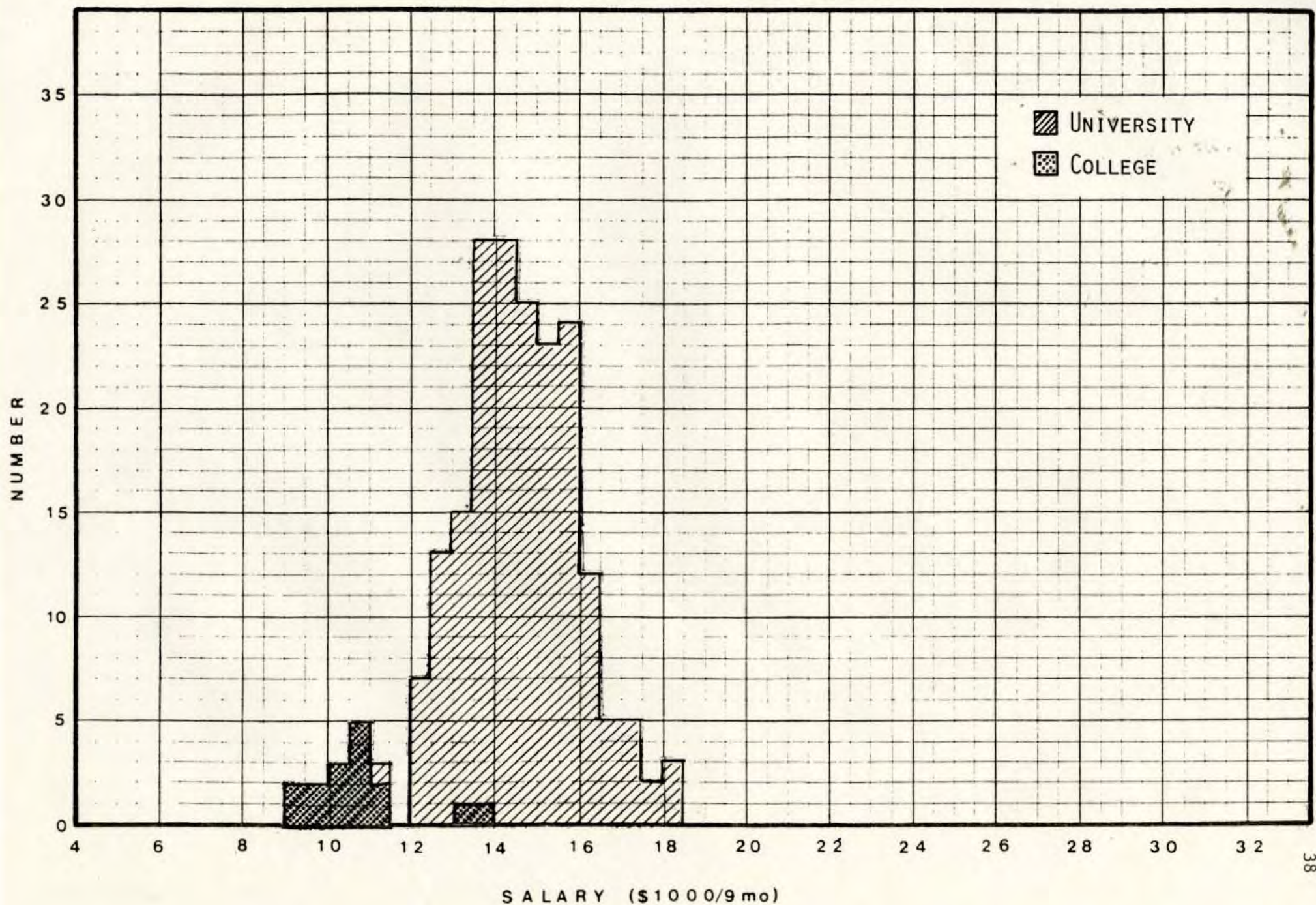


Figure V-B

THE COLLEGE OF APPLIED ARTS AND HEALTH - ASSISTANT PROFESSORS

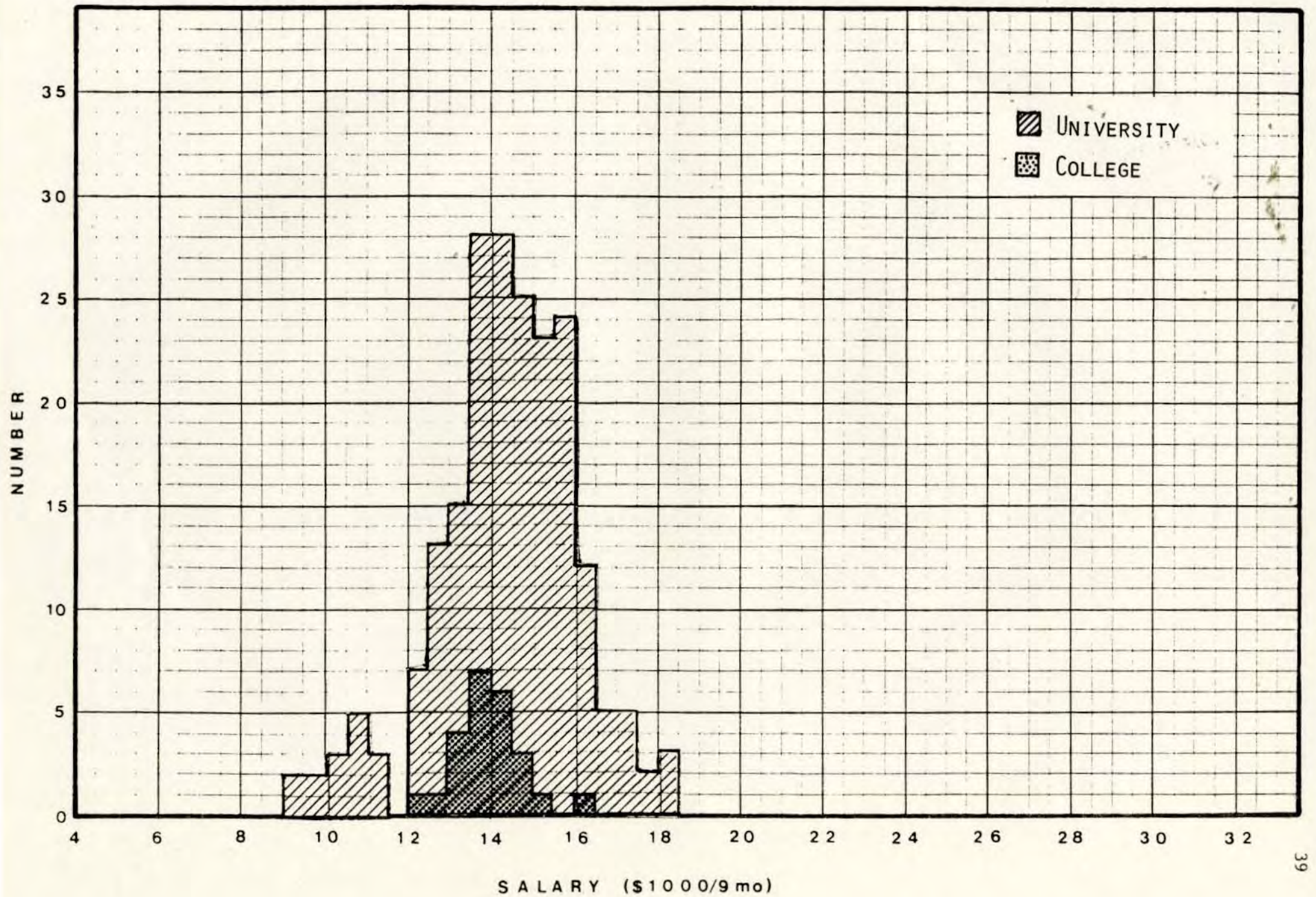


Figure V-C

POTTER COLLEGE OF ARTS AND HUMANITIES - ASSISTANT PROFESSORS

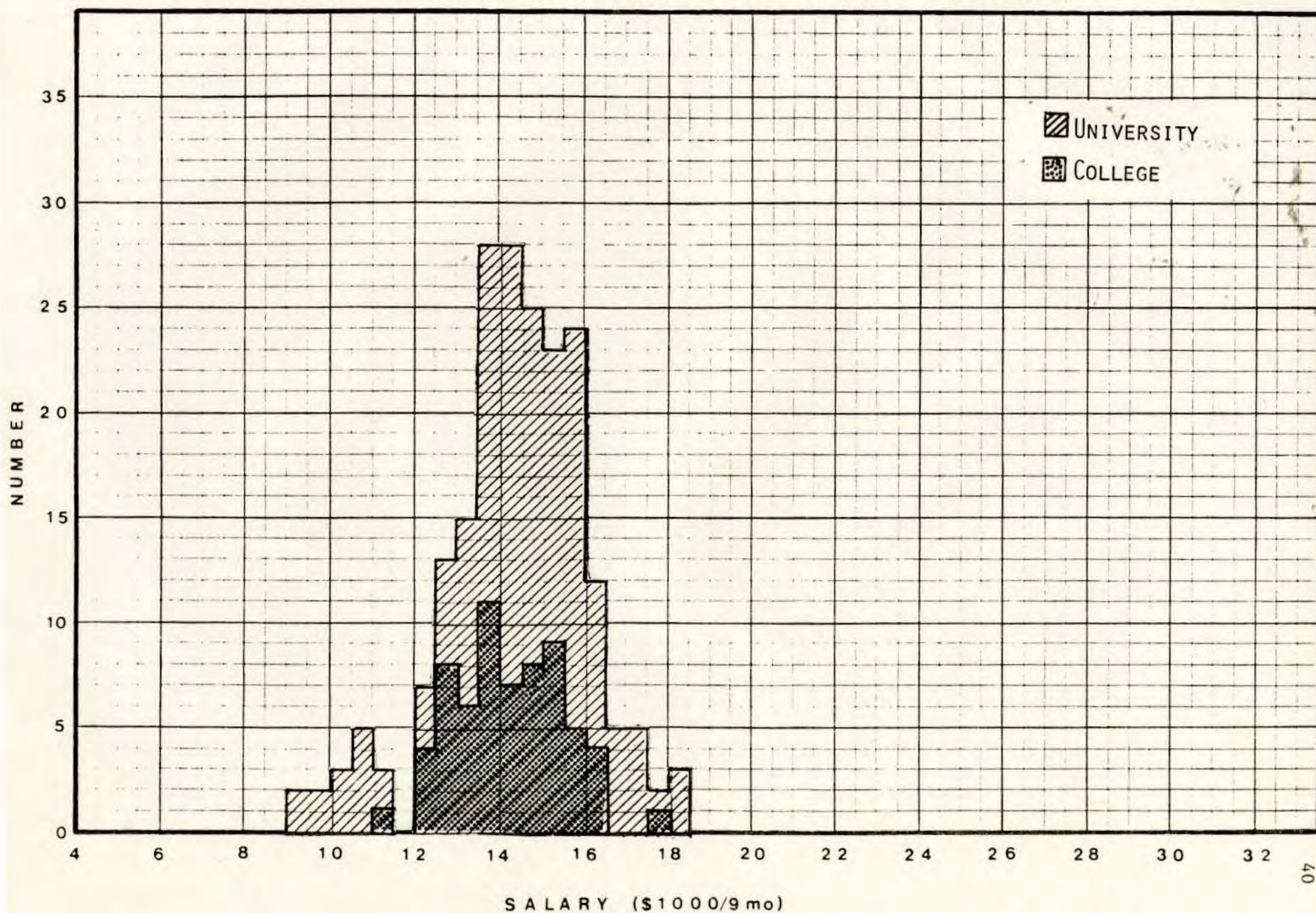


Figure V-D

BOWLING GREEN COLLEGE OF BUSINESS AND PUBLIC AFFAIRS - ASSISTANT PROFESSORS

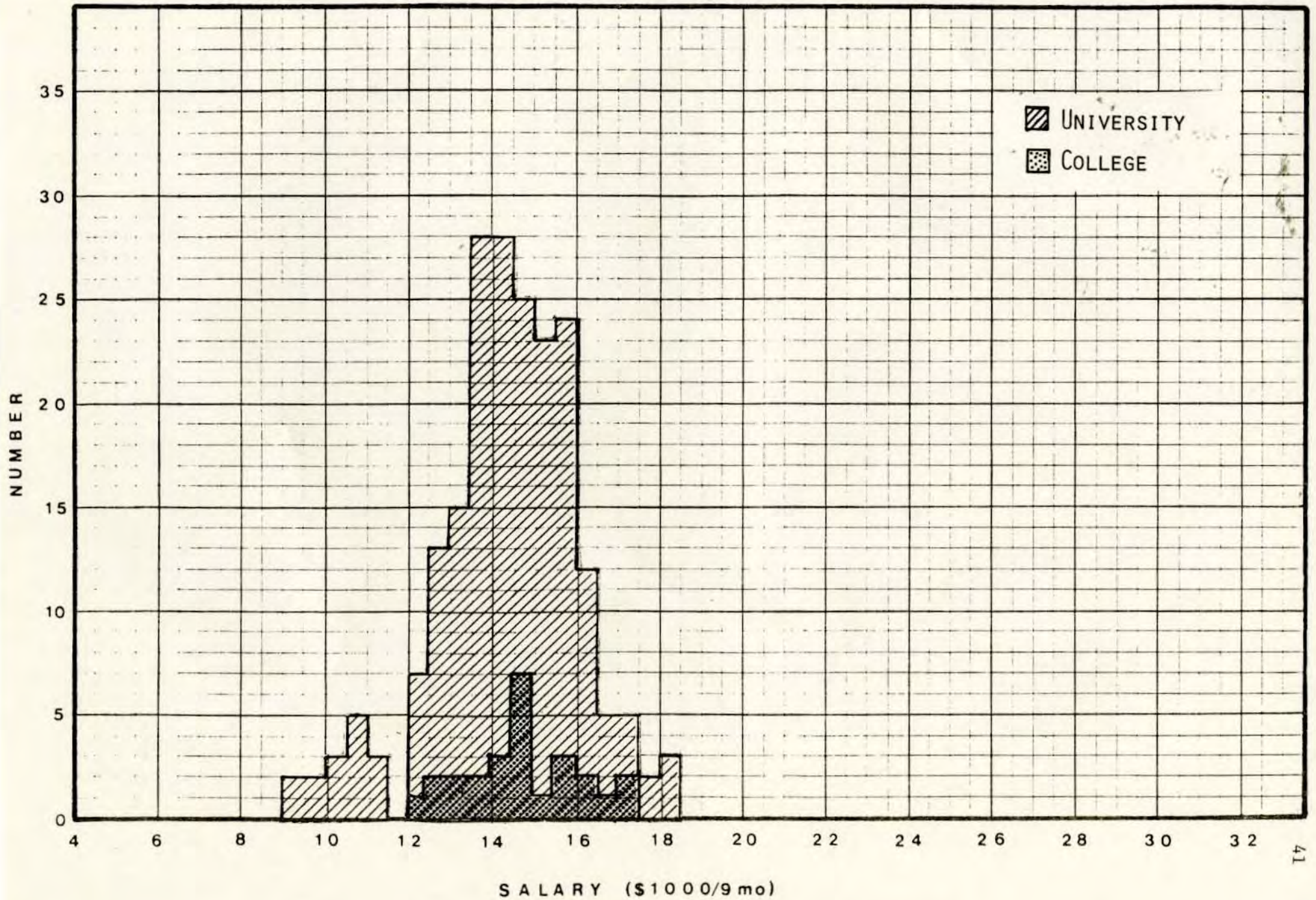


Figure V-E

THE COLLEGE OF EDUCATION - ASSISTANT PROFESSORS

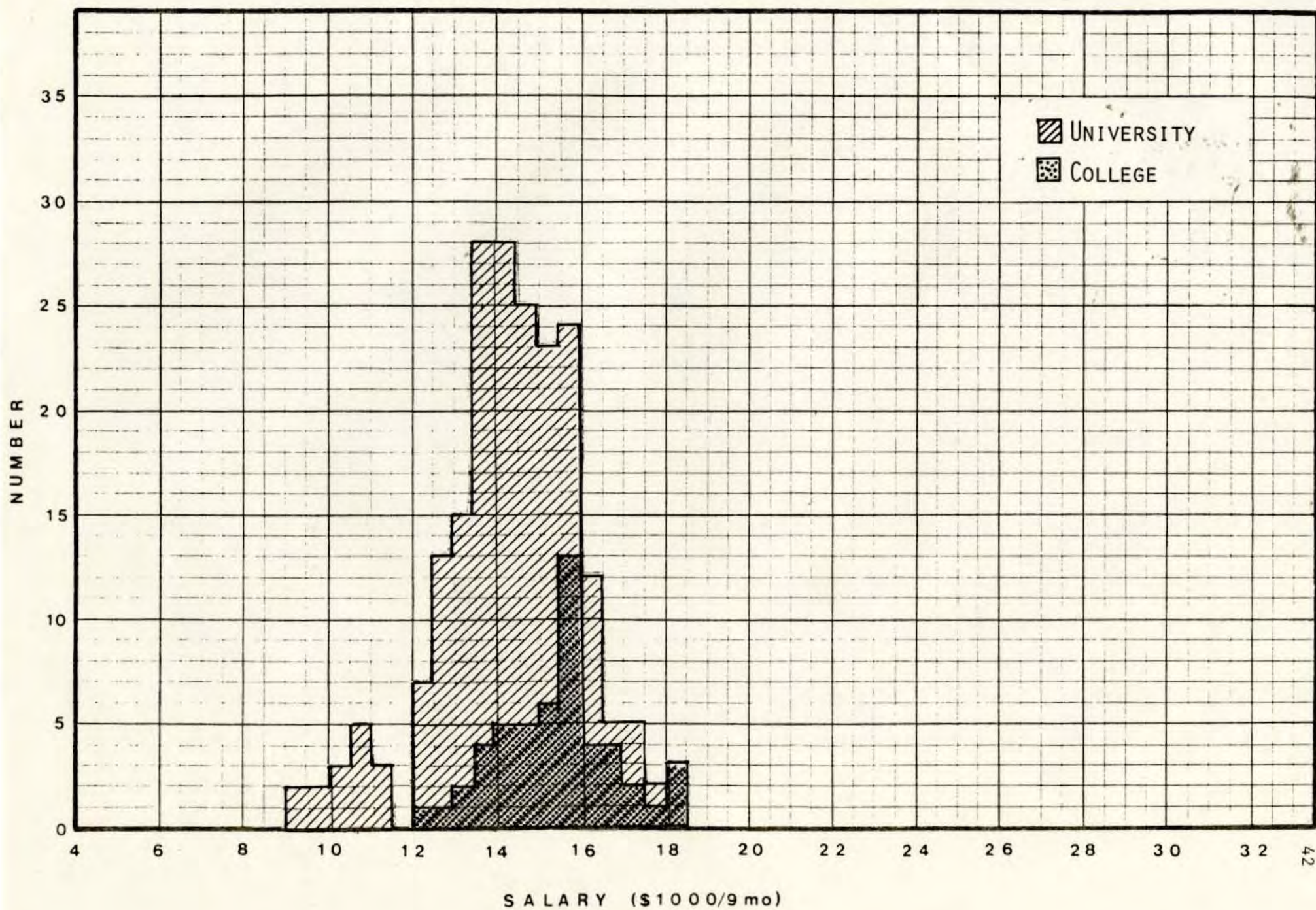


Figure V-F

OGDEN COLLEGE OF SCIENCE AND TECHNOLOGY - ASSISTANT PROFESSORS

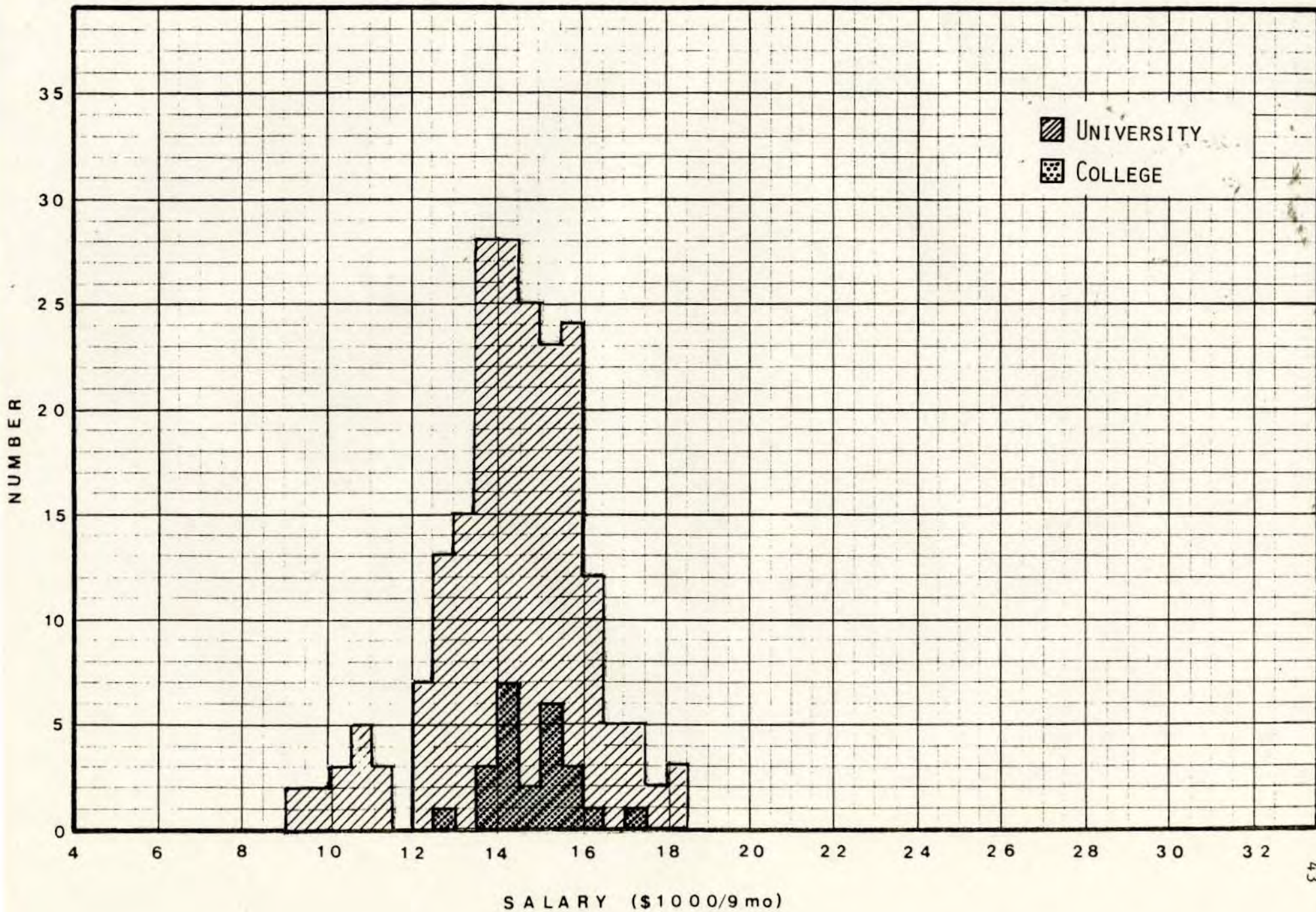


Figure VI-A
ACADEMIC SERVICES - INSTRUCTORS

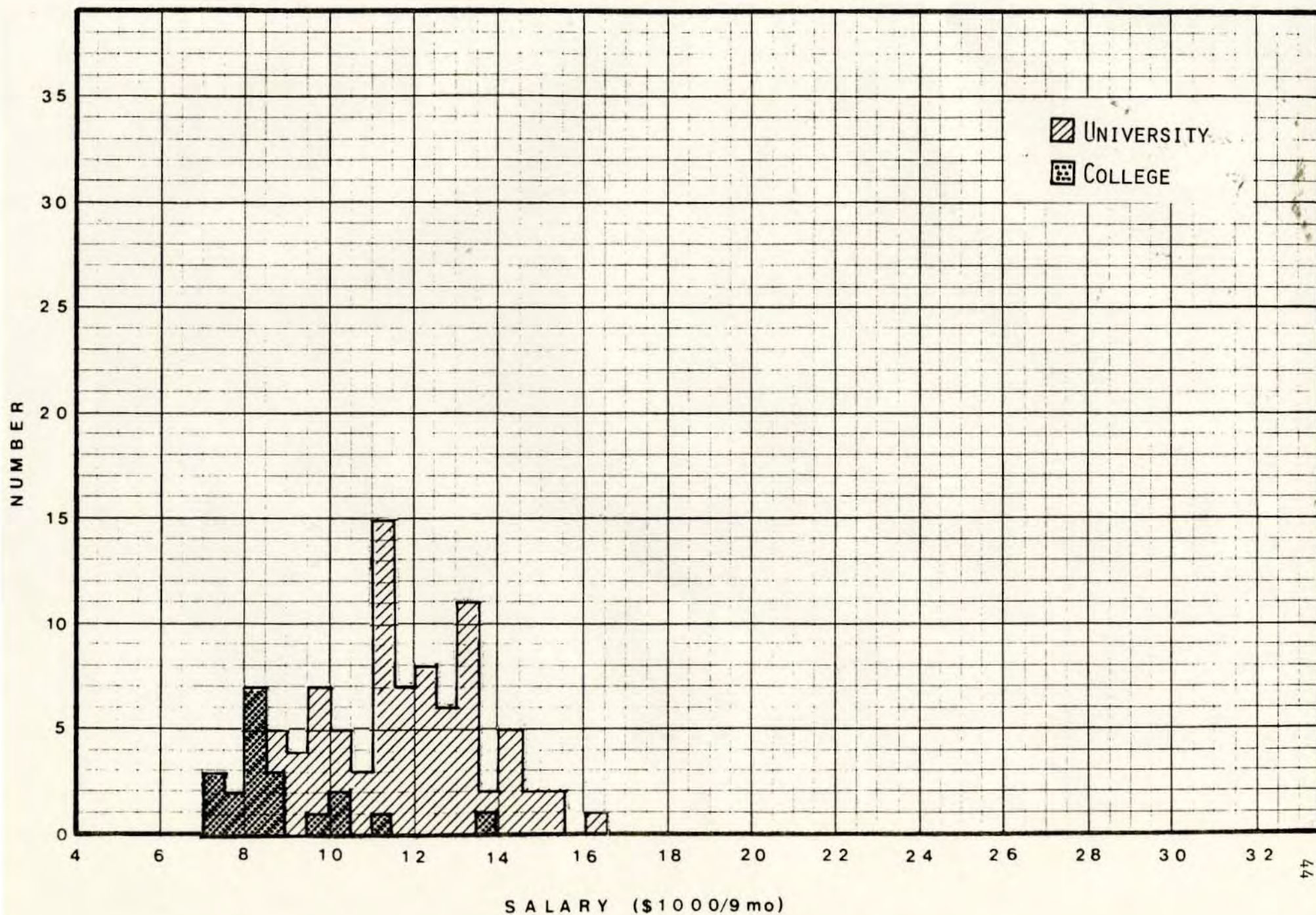


Figure VI-B

THE COLLEGE OF APPLIED ARTS AND HEALTH - INSTRUCTORS

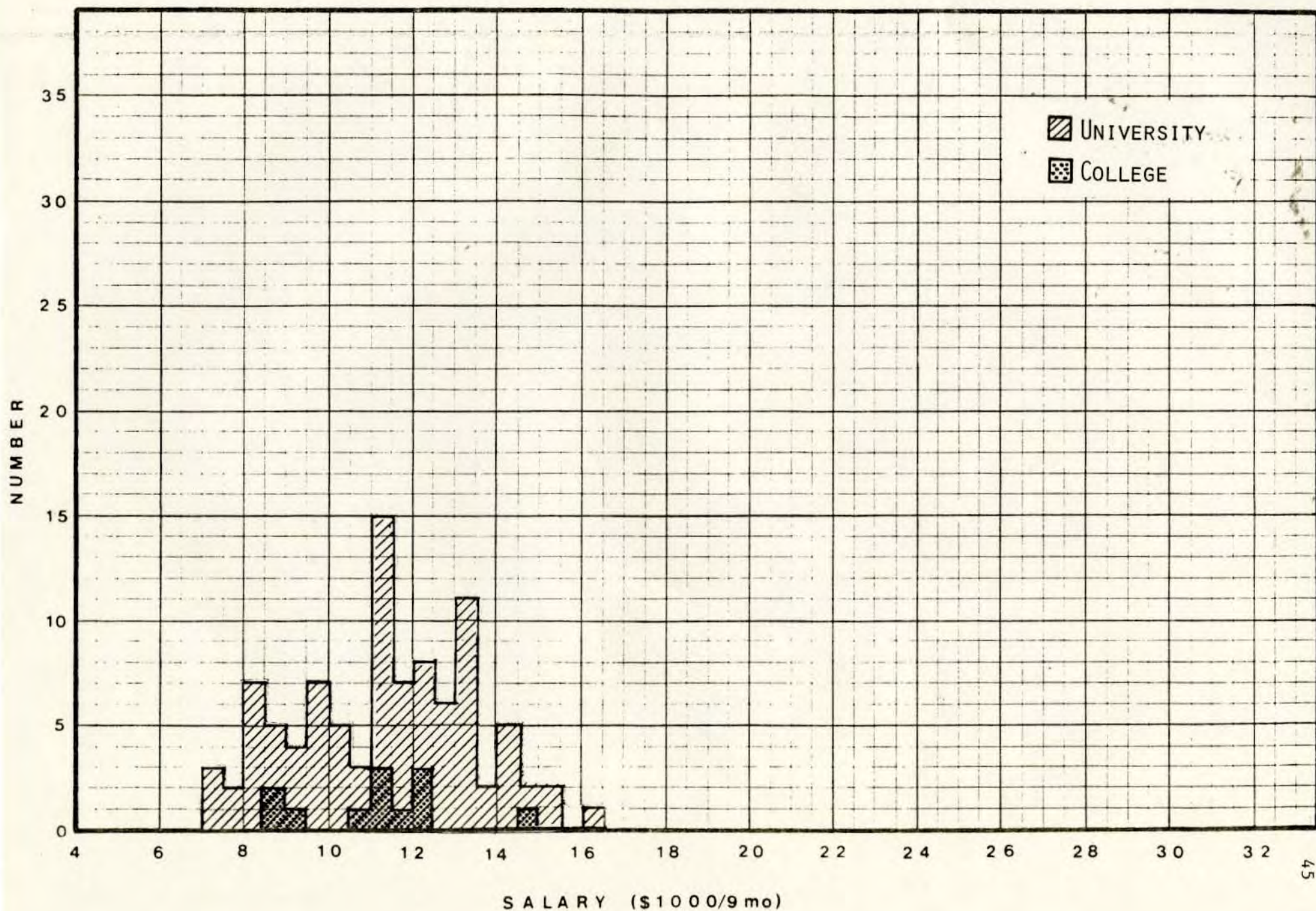


Figure VI-C

POTTER COLLEGE OF ARTS AND HUMANITIES - INSTRUCTORS

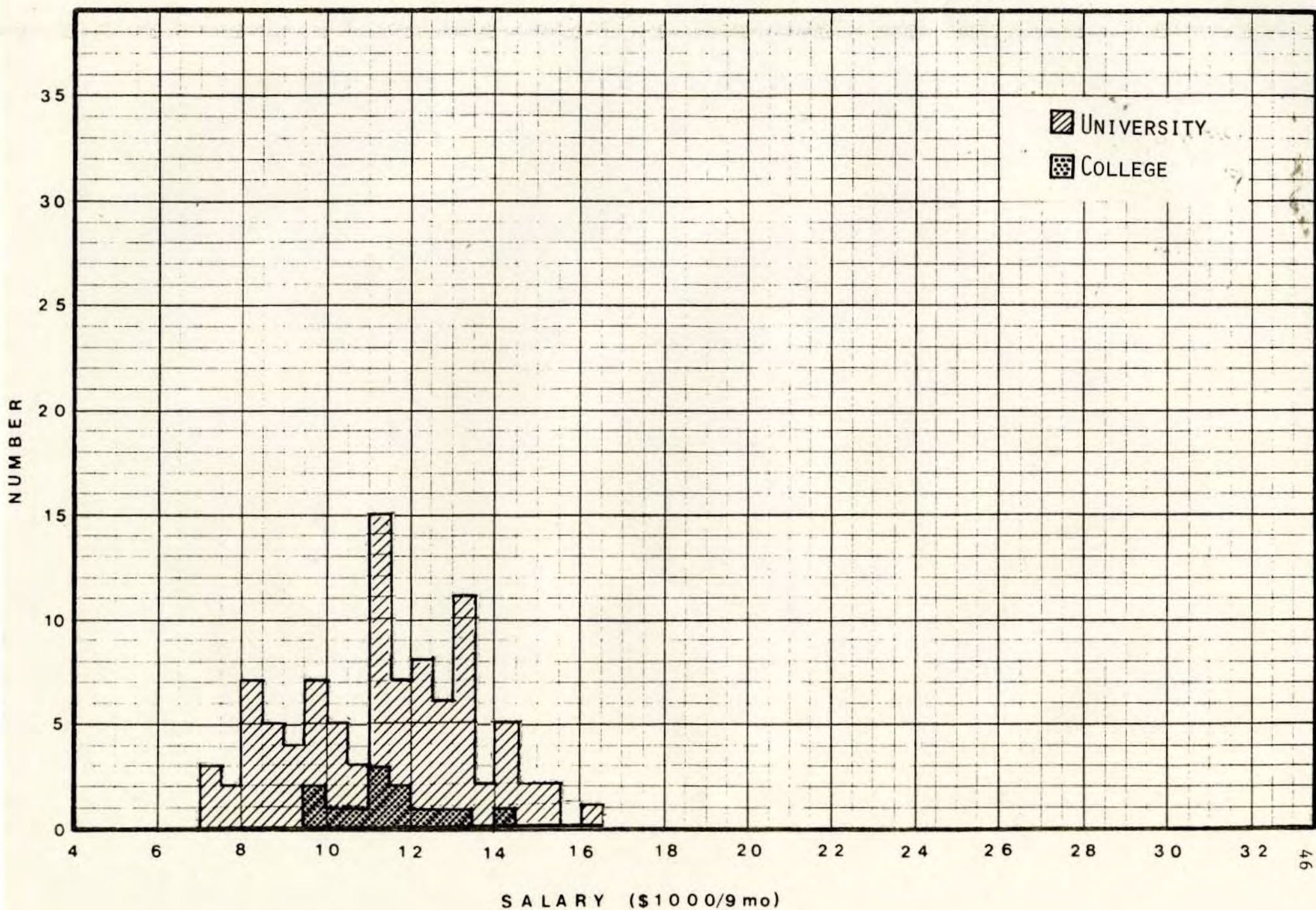


Figure VI-D

BOWLING GREEN COLLEGE OF BUSINESS AND PUBLIC AFFAIRS - INSTRUCTORS

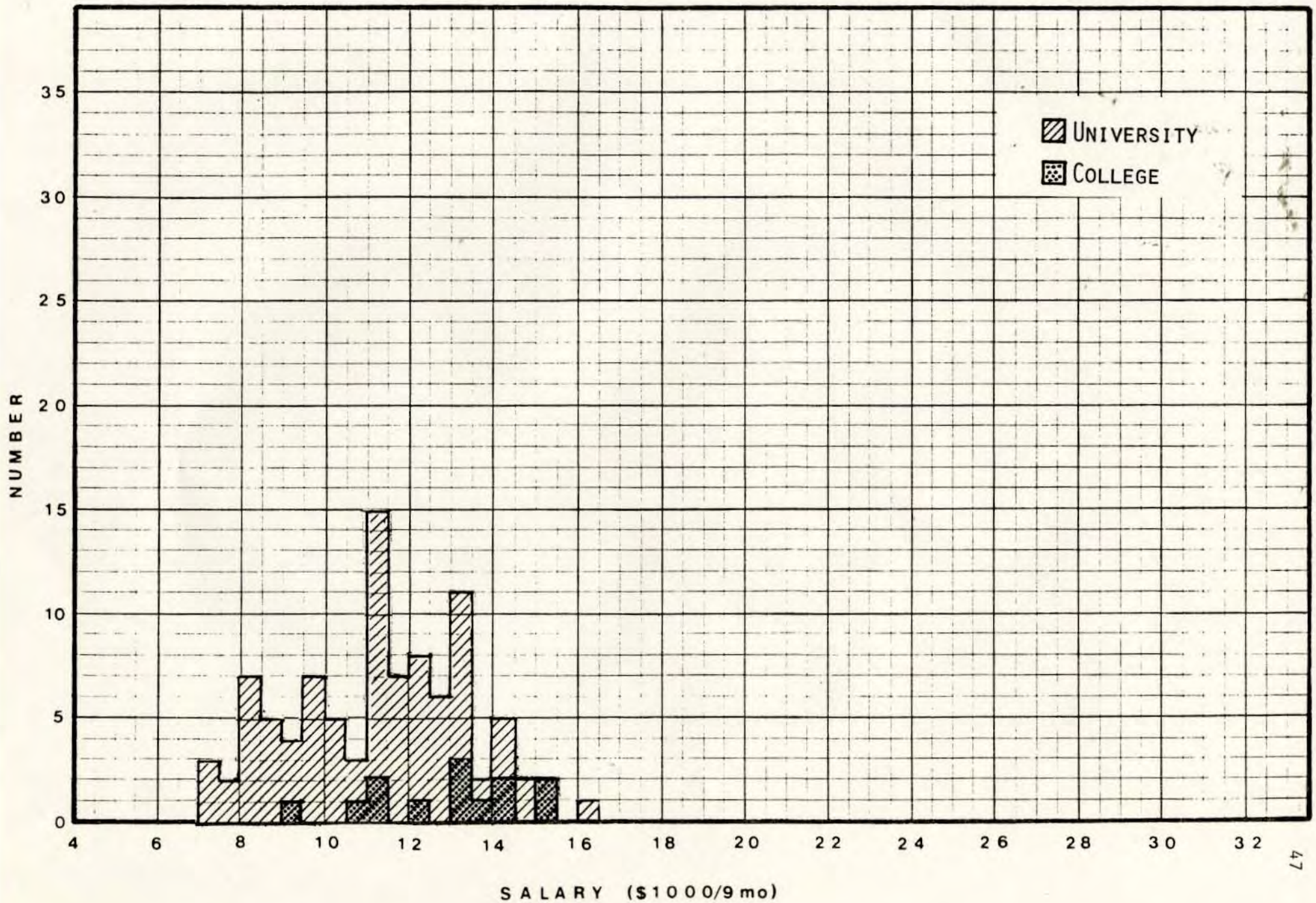


Figure VI-E

THE COLLEGE OF EDUCATION - INSTRUCTORS

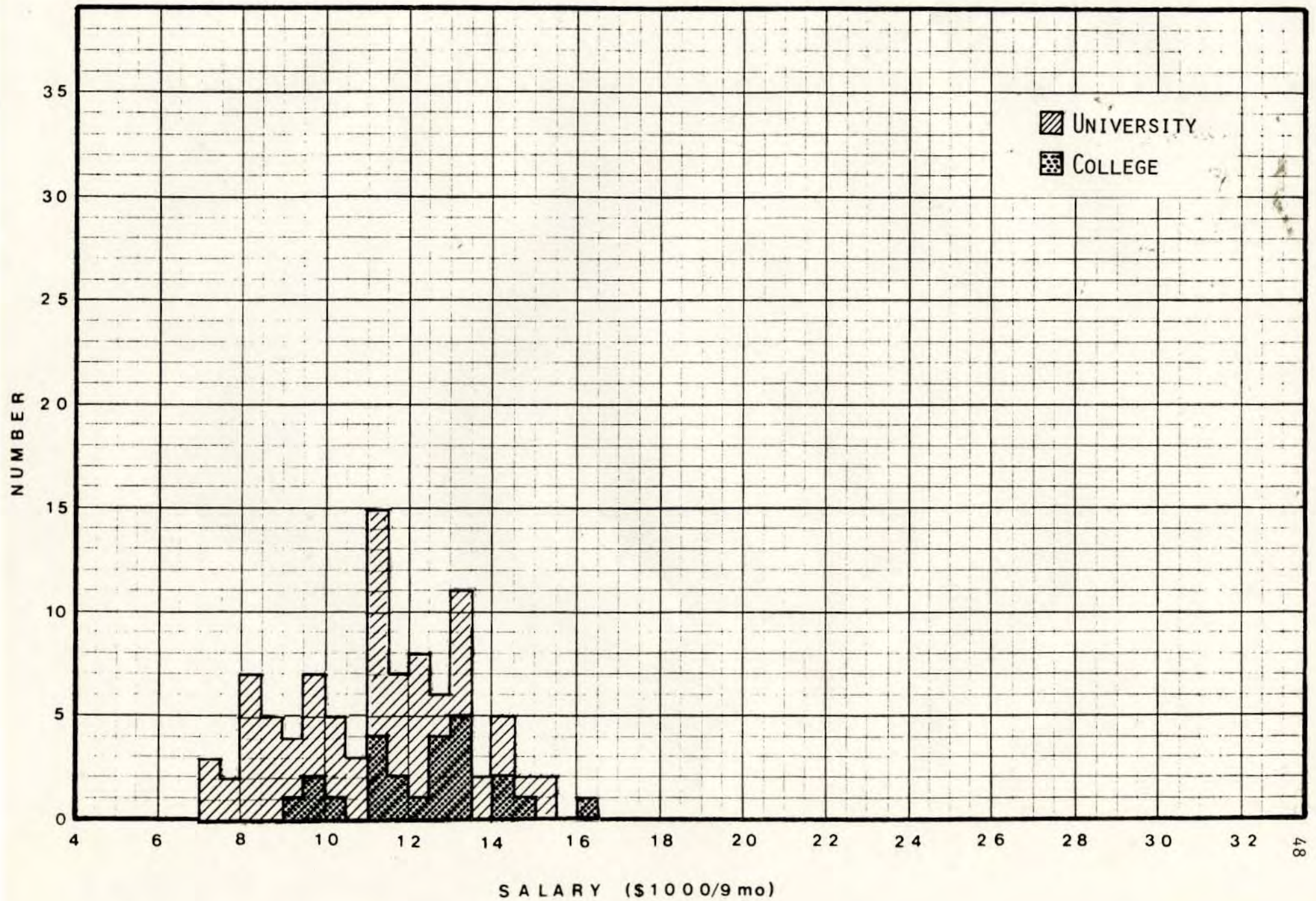


Figure VI-F

OGDEN COLLEGE OF SCIENCE AND TECHNOLOGY - INSTRUCTORS

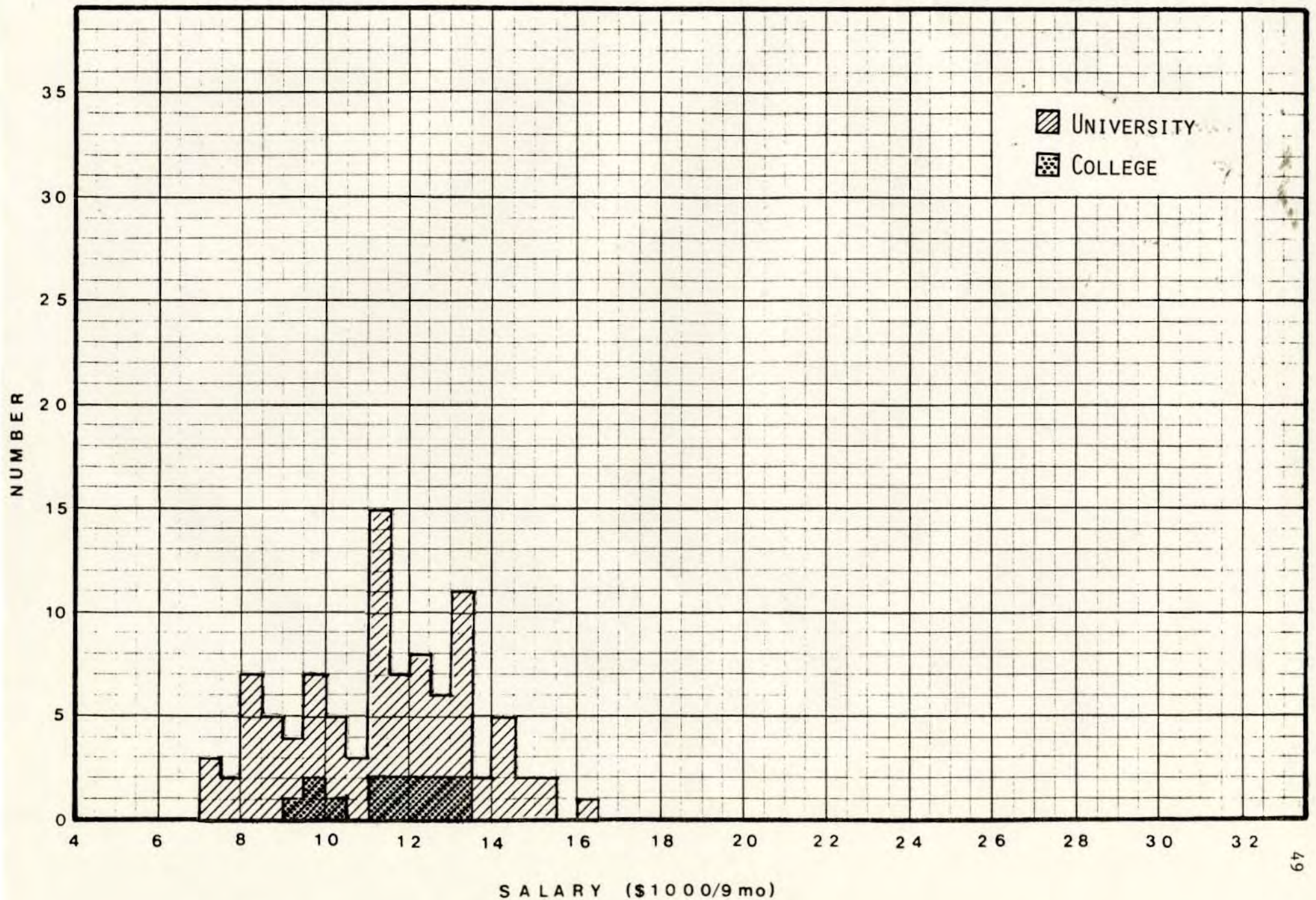
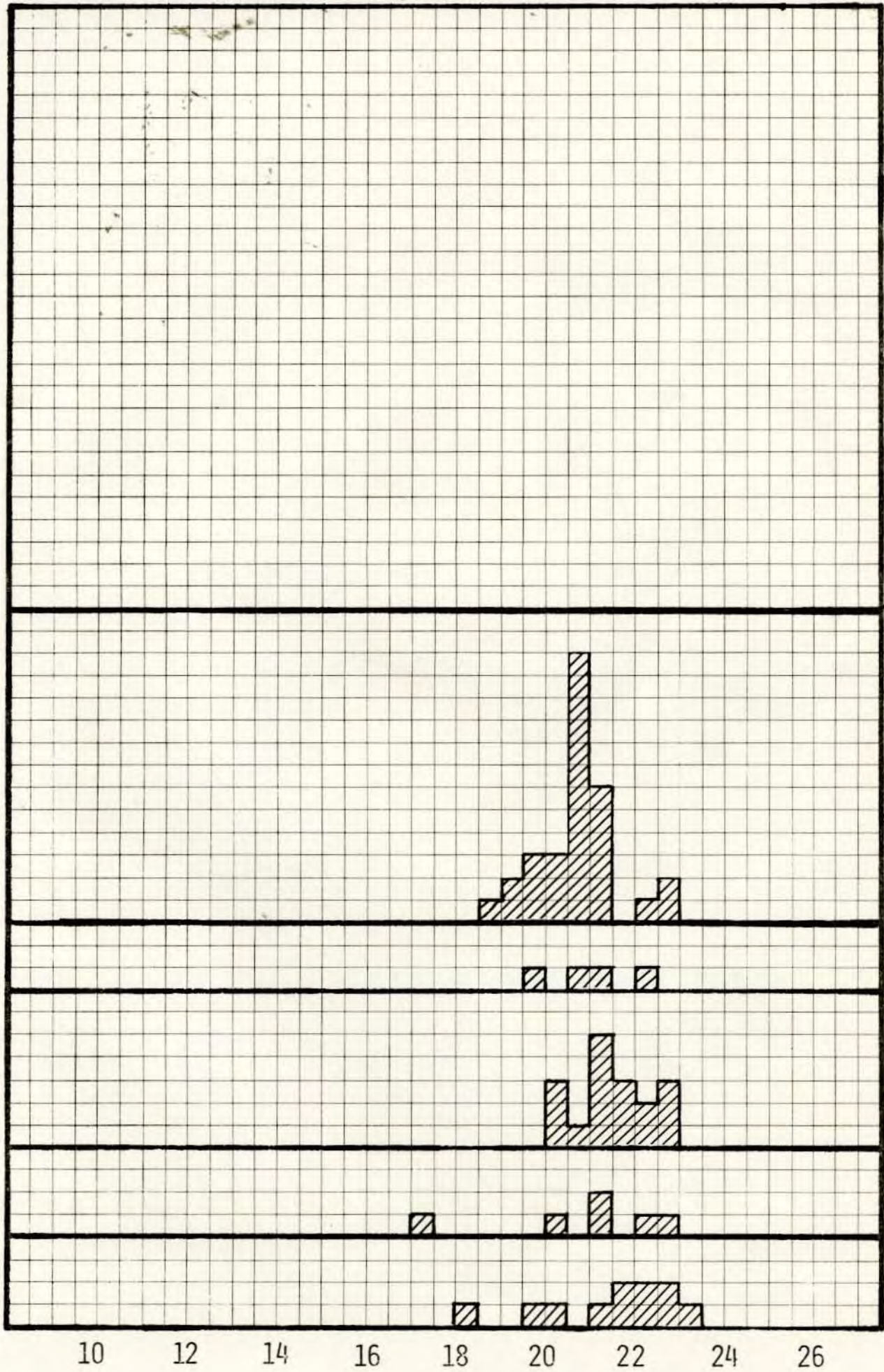


Figure VII-A

NUMBER OF PROFESSORS (1 PER DIVISION)

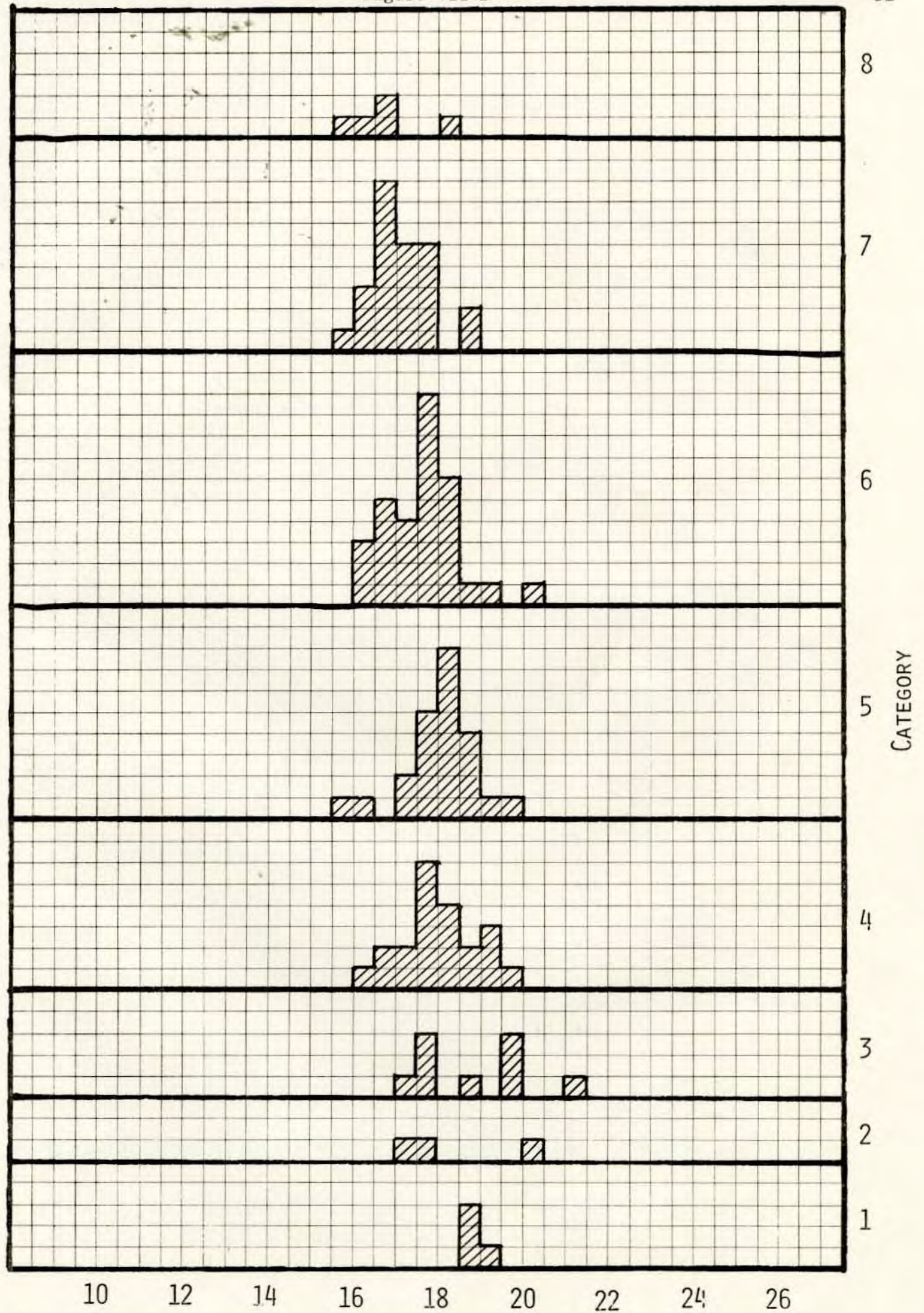


CATEGORY

Figure VII-B

51

NUMBER OF ASSOCIATE PROFESSORS (1 PER DIVISION)



NUMBER OF ASSISTANT PROFESSORS (1 PER DIVISION)

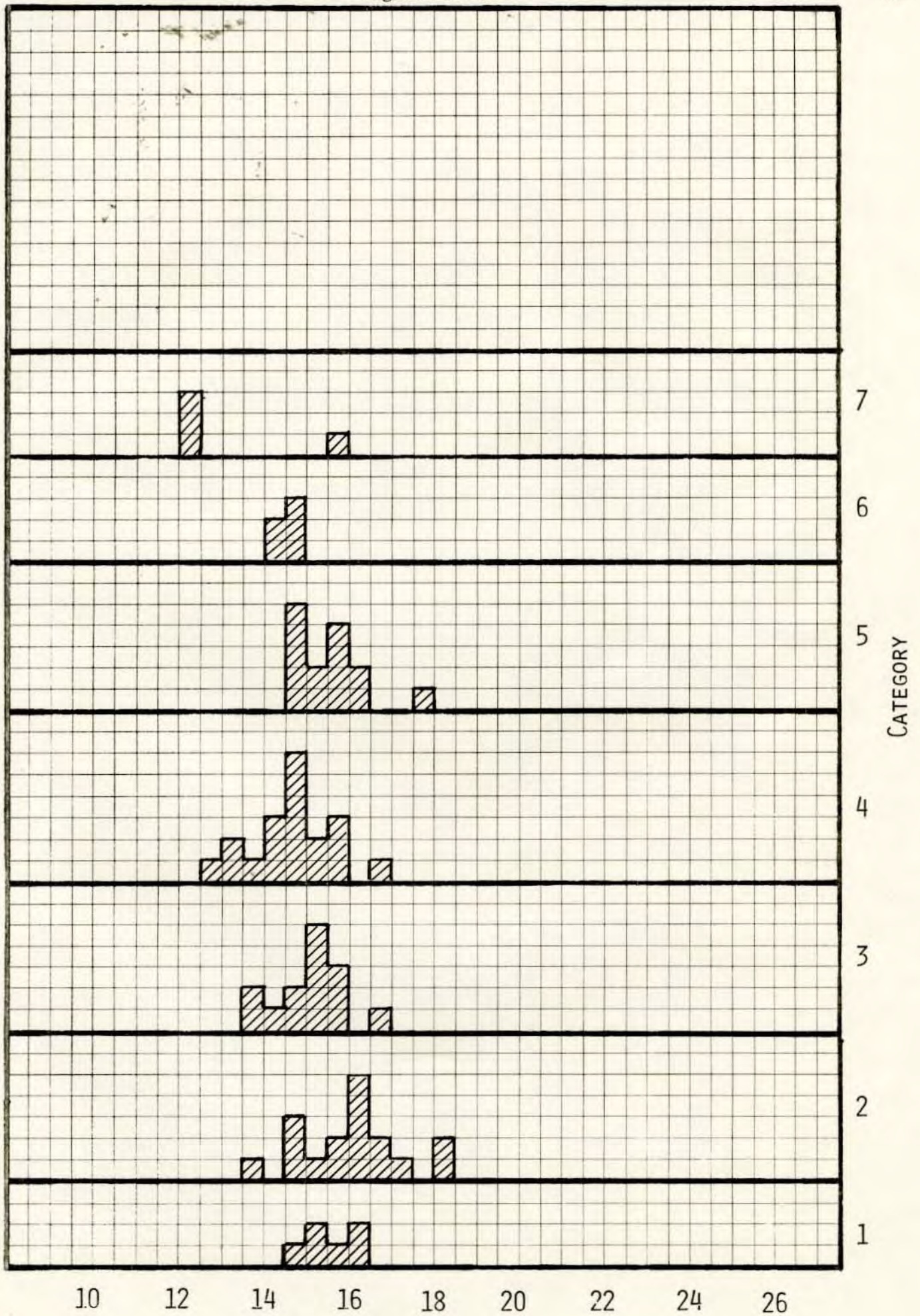


Figure VIII

WESTERN KENTUCKY UNIVERSITY ASSISTANT PROFESSORS WITH AND WITHOUT DOCTORATE

